Human Resources Development Canada
Développement des ressources humaines Canada

Workplace Information
Information sur les milieux de travail

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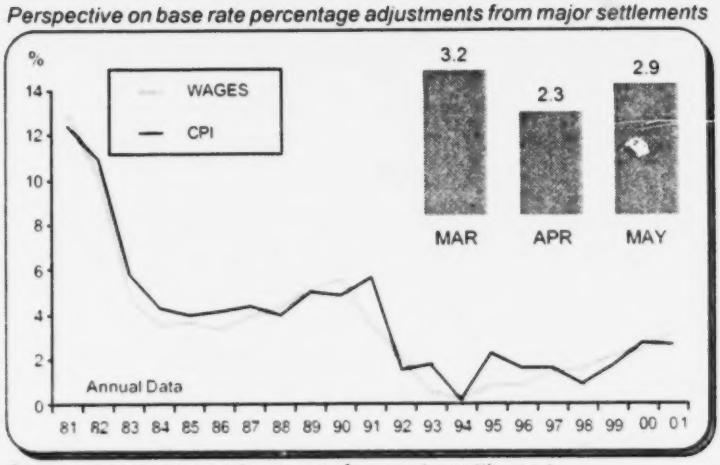
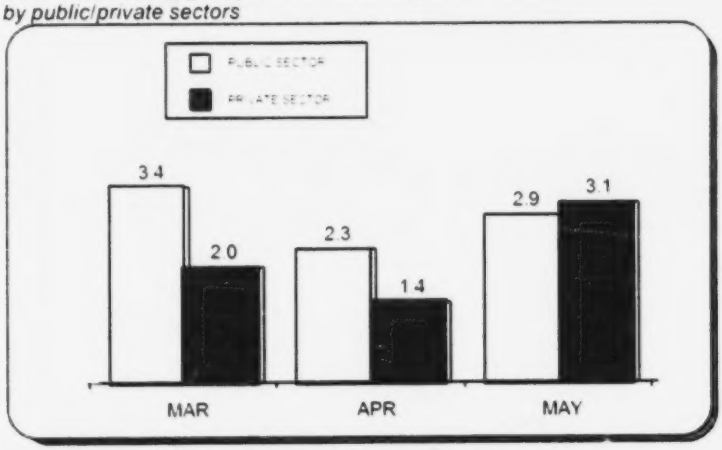
Volume 13, Issue 7

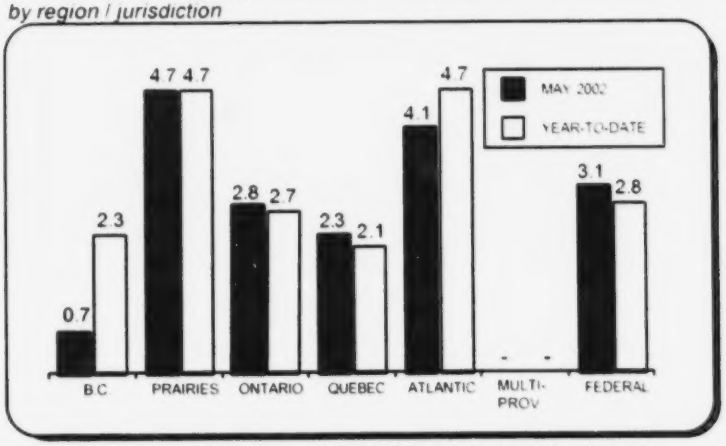
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public/private sectors



Base rate percentage adjustments from major settlements, by region / jurisdiction



Le Bulletin existe également en français.

Wage Data for May 2002

Base rate wage adjustments from major collective bargaining settlements reached in **May 2002** averaged **2.9 per cent** annually over the contract term. This is up from the 2.3 per cent figure in the previous month, but down from the 3.1 per cent average recorded for 2001 as a whole. The May 2002 results are based on a review of 43 settlements with a coverage of 123,430 employees.

When the parties to May's settlements previously negotiated (with contract durations averaging 42 months), the resulting wage adjustments averaged 2.3 per cent, lower than in their current round of settlements with wage increases averaging 2.9 per cent and average contract durations of 30.4 months.

Wage adjustments in May 2002 were largely comprised of public sector settlements (86% of agreements covering 90% of employees). **Public-sector** wage adjustments for 110,630 employees in 37 settlements averaged **2.9 per cent,** up from 2.3 per cent in the previous month, and down from the 3.2 per cent average for the year 2001.

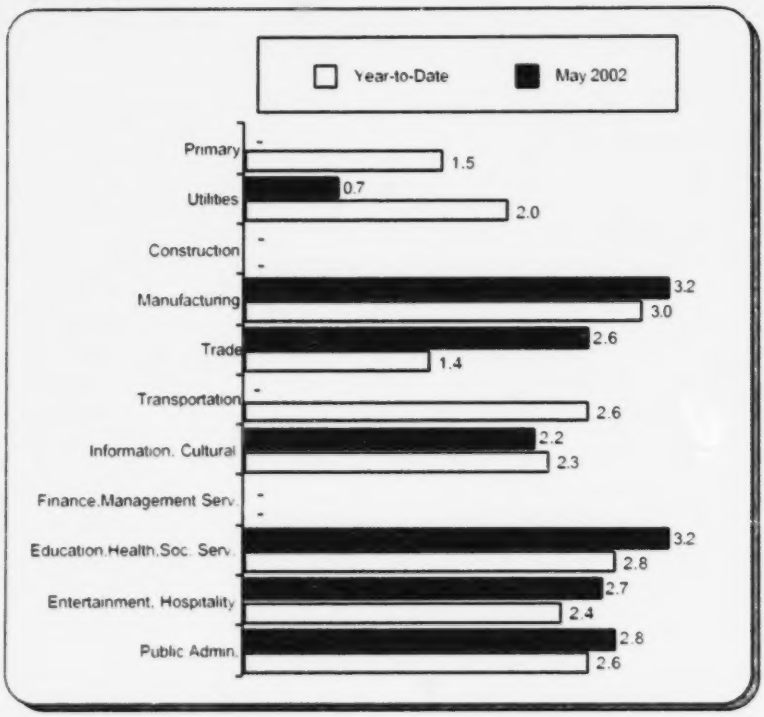
Private-sector wage increases for 12,800 employees in 6 agreements averaged **3.1 per cent,** up from 1.4 per cent in the previous month, and from the average of 2.9 per cent for 2001. The private sector figure was influenced in large part by the Bombardier Inc. (Canadair) agreement providing a wage increase of 3.4 per cent for 7,400 production employees in Quebec.

On a regional jurisdictional basis, the largest concentration of employees was in **Ontario** (40.5% of all employees); wage increases in this jurisdiction averaged **2.8 per cent**. Other wage increases in descending order of magnitude were: the **Prairie provinces** at **4.7 per cent** (4 agreements); the **Atlantic provinces** at **4.1 per cent** (5 agreements); **Federal jurisdiction** at **3.1 per cent** (2 agreements); **Quebec** at **2.3 per cent** (19 agreements) and **British Columbia** at **0.7 per cent** (3 agreements).

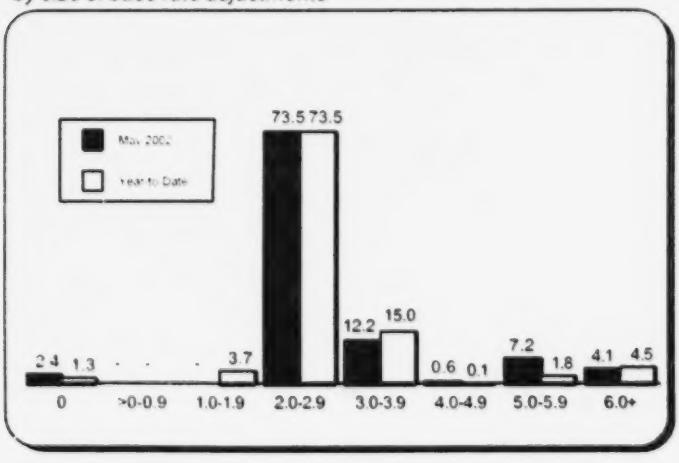
Canada

On an industry basis, the first largest concentration of employees was in the **education, health and services** sector with 44.4% of all workers in May settlements. In this industry sector, 54,840 employees in 28 agreements averaged increases of **3.2 per cent**. The second largest employee concentration was in **public administration**, with 49,880 employees receiving average wage increases of **2.8 per cent** in 5 agreements. The largest average wage increase was reported in the **manufacturing** sector at **3.2 per cent** and the lowest was reported in the **utilities** sector at **0.7 per cent**. Single agreements were reported in the following industries: the **hospitality** sector with wage increases averaging **2.7 per cent**; the **trade** sector at **2.6 per cent** and the **information and culture** sector at **2.2 per cent**.

Base rate percentage adjustments from major settlements, by industry



Percentage distribution of employees from major settlements, by size of base rate adjustments



The distribution of settlements and employees by region/jurisdiction

	Agreements	Employees
Atlantic Provinces	5	16,220
Quebec	19	38,820
Ontario	10	50,050
Prairie Provinces	4	12,300
British Columbia	3	4,130
Multiprovince	-	-
Federal	2	1,910

WAGE ADJUSTMENTS FROM MAJOR SETTLEMENTS

(effective average annual percentage adjustments in base rates)

	1999	2000	2001	2001				2002	Year to	2002		
				1	2	3	4	1	Date	Mar	Apr	May
All Industries/Jurisdictions												
Average Annual Adjustment	2.2	2.5	3.1	3.5	2.9	3.4	3.0	2.9	2.6	3.2	2.3	2.9
Non-COLA	2.0	2.5	3.2	3.8	3.1	3.2	3.1	3.0	2.7	3.3	2.3	3.0
COLA	3.6	2.3	2.7	2.7	2.1	4.2	2.3	2.1	2.1	1.4	2.0	2.4
First Year Increase	1.9	2.3	3.4	4.3	3.1	3.7	3.0	2.9	2.8	3.1	2.3	3.8
Non-COLA	1.7	2.3	3.4	4.4	3.2	3.3	3.2	2.9	2.8	3.4	2.3	3.8
COLA	3.4	2.4	3.3	3.9	2.5	5.3	0.5	1.5	1.5	0.0	1.7	1.2
Industries												
Primary	2.3	1.8	2.5	2.0	2.9	2.4	2.3	-	1.5	-	1.5	-
Utilities	1.8	3.5	2.5	2.8	2.0	2.4	2.4	3.3	2.0	3.1	0.0	0.7
Construction	2.0	3.6	3.2	2.8	3.2	3.3	3.5	-	-	-	-	-
Manufacturing	3.6	2.6	2.4	1.8	2.8	2.6	2.1	2.7	3.0	3.3	2.8	3.2
Wholesale and Retail Trade	1.3	1.7	1.6	0.9	2.0	1.7	1.3	1.6	1.4	1.5	0.6	2.6
Transportation	2.8	2.4	2.8	2.7	3.1	3.0	2.0	2.4	2.6	-	2.8	-
Information and Cultural Industries	2.5	2.9	3.2	3.7	3.1	2.8	2.9	3.0	2.3	3.0	1.6	2.2
Finance, Management Services	2.8	1.8	2.4	2.9	2.3	3.1	1.4	-	-	-	-	-
Education, Health, Social Services	1.8	2.6	3.4	4.2	2.7	3.8	3.1	3.1	2.8	5.2	2.4	3.2
Entertainment,Hospitality Industry	2.6	3.0	4.0	3.0	4.3	2.7	-	2.1	2.4	-	-	2.7
Public Administration	2.2	2.3	3.0	3.0	3.0	3.0	3.1	2.8	2.6	2.7	2.1	2.8
Jurisdictions												
Newfoundland and Labrador	1.6	3.3	5.0	-	5.0	5.0	5.1	7.5	6.8	7.5	5.0	6.2
Prince Edward Island	2.7	2.2	3.1	2.5	-	3.1	3.3	-	3.2	-	-	3.2
Nova Scotia	2.1	2.2	3.7	2.0	2.4	4.5	3.7	2.5	2.4	2.8	-	2.3
New Brunswick	2.4	2.8	3.4	3.9	2.0	3.3	3.6	3.1	2.9	-	2.5	-
Quebec	1.6	2.4	2.8	4.0	2.3	2.8	3.4	2.3	2.1	2.0	2.0	2.3
Ontario	2.2	2.6	2.9	3.1	3.0	2.9	2.6	2.7	2.7	2.3	2.7	2.8
Manitoba	2.5	2.6	2.4	1.8	2.7	2.4	3.0	2.7	4.8	1.3	6.1	3.0
Saskatchewan	2.0	3.5	2.9	3.0	3.0	2.8	3.0	3.6	4.4	2.6	1.6	5.3
Alberta	4.0	4.5	5.1	5.8	4.6	5.1	4.4	6.8	5.0	3.6	3.5	4.5
British Columbia	0.8	1.6	2.7	2.6	1.9	4.0	2.3	2.5	2.3	2.0	0.6	0.7
Multiprovince	2.2	2.7	3.2	3.2	3.2	3.1	4.0	-	-	-	-	-
Federal Jurisdiction	2.8	2.2	3.0	3.3	3.4	3.6	2.8	2.8	2.8	2.8	2.2	3.1
Public Sector	1.9	2.5	3.2	3.8	2.8	3.5	3.1	3.1	2.7	3.4	2.3	2.9
Private Sector	2.7	2.4	2.9	2.5	3.0	3.2	2.4	2.0	2.2	2.0	1.4	3.1
Consumer Price Index	1.7	2.7	2.6	3.0	3.6	2.7	1.1	1.5	1.5	1.8	1.7	1.0

Data for the month of May are preliminary.

MAJOR SETTLEMENTS REACHED IN MAY 2002

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date dd/mm/yyyy
Utilities (3 agreements)	**4,250**	**0.7**	**0.7**	**37.7**	
B.C. Gas Utility Ltd., office and technical employees, province-wide, B.C.	620	2.3	1.5	54	30/09/2006
British Columbia Hydro and Power Authority, office and technical employees, province-wide, B.C.	3,000	0.0	0.0	36	31/03/2005
Inergi L.P., administrative and support employees, province-wide, Ont.	630	2.4	3.0	30	30/09/2004
Manufacturing (4 agreements)	**11,670**	**3.2**	**3.1**	**39.6**	
Bombardier Inc. (Canadair), plant and maintenance employees, St-Laurent, Mirabel, Dorval, Que.	7,400	3.4	3.3	48	30/11/2005
Fishery Products International Limited, plant and maintenance employees, Bonavista and various locations, Nfld.	2,500	3.0	3.0	12	31/12/2002
Quebec Fashion Apparel Manufacturers' Guild, production, province-wide, Que.	1,100	3.0	3.4	48	31/05/2006
Siemens Westinghouse Inc., plant and maintenance employees, Hamilton, Ont.	670	2.4 *	1.2	36	22/04/2005
Wholesale and Retail Trade (1 agreement)	**900**	**2.6**	**2.7**	**36**	
Saskatchewan Liquor and Gaming Authority, office and clerical employees, province-wide, Sask.	900	2.6	2.7	36	31/03/2004
Information and Culture (1 agreement)	**1,380**	**2.2**	**2.0**	**33**	
Canadian Broadcasting Corporation, broadcast and TV employees, province-wide	1,380	2.2	2.0	33	28/03/2004
Education, Health and Social Services (28 agreements)	**54,840**	**3.2**	**4.5**	**21.4**	
Comité patronal de negociation secteur santé et services sociaux, non-medical employees, province-wide, Que.	2,890	2.0	2.0	12	30/06/2003
Comité patronal de negociation secteur santé et services sociaux, office and clerical employees, province-wide, Que. (11 agts.)	19,630	2.0	2.0	12	30/06/2003
Conseil scolaire de district catholique de l'Est Ontanen, elementary teachers, L'Orignal, Ont.	630	2.2	2.5	36	31/08/2004
Government of Newfoundland & Labrador/Health Boards Association, nurses, province-wide, Nfld.and Lab.	5,000	7.8	13.4	36	30/06/2004
Government of Prince Edward Island, office and clerical employees, province-wide, P.E.I.	620	3.2	3.5	36	30/06/2005
Government of Quebec, post-secondary, non university teachers, province-wide, Que.	600	2.0	2.0	12	30/06/2003
Management Negotiating Committee for English-language School Boards, support employees, province-wide, Que.	590	2.0	2.0	12	30/06/2003
Management Negotiating Committee for English-language School Boards, support employees, province-wide, Que.	1,180	2.0	2.0	12	30/06/2003
Management Negotiating Committee for French-language School Boards, support employees, province-wide, Que.	4,110	2.0	2.0	12	30/06/2003
Management Negotiating Committee for French-language School Boards, support employees, province-wide, Que.	1,320	2.0	2.0	12	30/06/2003
Nova Scotia Association of Health Organizations, health and social care professionals, province-wide, N.S.	2,800	2.5	2.0	36	31/03/2004
Ottawa-Carleton Catholic District School Board, office and clerical employees,Ottawa, Ont.	550	5.7	9.5	24	31/08/2003

** Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.*

MAJOR SETTLEMENTS REACHED IN MAY 2002

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date dd/mm/yyyy
Ottawa-Carleton District School Board, teaching assistants, Ottawa, Ont.	610	2.0	2.0	36	31/08/2004
Queen's University, professors, Kingston, Ont.	860	2.6	2.7	24	30/04/2004
Saskatchewan Association of Health Organizations, nurses, province-wide, Sask.	7,780	5.6	11.0	36	31/03/2005
Southern Alberta Institute of Technology, Instructors/Tutors/Lecturers, Calgary, Alta.	720	4.5	5.0	24	30/06/2004
Waterloo Region District School Board, elementary teachers, Kitchener, Ont.	2,050	2.4	2.4	12	31/08/2002
Winnipeg School Division No. 1, elementary and secondary teachers, Winnipeg, Man.	2,900	3.0	3.0	36	30/06/2003
Entertainment and Hospitality (1 agreement)	**510**	**2.7**	**2.0**	**36**	
KFC Canada (B.C. Division), food service employees, province-wide, B.C.	510	2.7	2.0	36	30/06/2004
Public Administration (5 agreements)	**49,880**	**2.8**	**3.4**	**37.3**	
Canadian Food Inspection Agency, veterinarians, Canada-Wide	530	5.4	7.2	36	30/09/2003
Corporation of the City of Brampton, inside and outside employees, Brampton, Ont.	550	3.0	3.0	36	31/03/2005
Government of Nova Scotia (Master), administrative services employees, province-wide, N.S.	5,300	2.2	2.0	48	31/03/2004
Government of Ontario, all categories, province-wide, Ont.	38,000	2.8	3.5	36	31/12/2004
Government of Ontario, correctional officers, province-wide, Ont.	5,500	2.8	3.5	36	31/12/2004
Agreements with COLA (1 agreement)	**670**	**2.4** *	**1.2**	**36**	
Agreements without COLA (42 agreements)	**122,760**	**3.0**	**3.8**	**30.3**	
All Agreements (43 agreements)	**123,430**	**2.9**	**3.8**	**30.4**	

** Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.*

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status*	Expiry month
•Government of Canada	various unions	16,200	B/CO/ARB	Jan.01-May02
•Canada Customs and Revenue Agency	PIPS	9,490	TENT	June 01
•Air Canada	CUPE	4,500	MED	Oct. 01
•Canada Post	Postmasters	10,000	B	Dec. 01
•CN Rail	various unions	5,230	TENT	June 01
•VIA	BLE	500	MED	Dec. 00
•Government of Nova Scotia	Teachers	10,600	CO	Dec. 01
•Government of New Brunswick	CUPE (education)	1,600	B	Feb.02
•Aliant Telecom Inc. (Atlantic)	CEP and ACTWU	4,500	B	various
•Security and Investigation Agency (Qc.)	Steelworkers	8,020	B	June 02
•Stelco (Ont.)	Steelworkers	4,000	B	July 02
•City of Toronto	CUPE/Firefighters	28,720	LEG/CO	various
•Ontario Hospital Association	PAIRO/OPSEU	7,300	B	Mar. 02
•Int'l Truck and Engine Corp. of Canada (formerly Navistar Int'l)	CAW	2,100	WS	June 02
•Regional Health Auth. of Manitoba	MGEU/CUPE	13,400	B	Mar./Apr. 02
•Government of Saskatchewan	Teachers	12,150	CO	Aug. 02
•Health Authorities of Alberta	various unions	18,140	B	Mar. 02
•TELUS (B.C. and Alta.)	TWU	16,710	B	Dec. 00
•Alcan Smelters and Chemicals (B.C.)	CAW	1,350	B	July 02
•Government of Nunavut	Teachers	640	B	June 02

Status* :

ARB	arbitration	MED	mediation	PMB	post-mediation bargaining
B	bargaining	M/WS	mediation after work stoppage	TENT	tentative agreement
B/WS	bargaining after work stoppage	PAB	post-arbitration bargaining	WS	work stoppage
CO	conciliation	PCB	post-conciliation bargaining	LEG	legislated agreement

Small, Medium and Large Size Bargaining Units: Wage Data for the First Five Months of 2002 (Year-to-Date)[1]

Among the 212 collective bargaining settlements reached in the first five months of 2002, 61 were in small bargaining units (between 100 and 499 employees), 96 were in medium sized bargaining units (500 to 1,999 employees) and 55 were in large bargaining units with 2000 and over employees.

During this period (January to May), the overall base-rate wage adjustment averaged 2.6 as compared to the figure of 3.1 per cent reported for the year 2001. The overall public sector wage adjustment at 2.7 per cent was higher than the private sector average of 2.3 per cent.

Small bargaining units reported an average increase of 2.8 per cent with an average wage adjustment of 3.0 per cent in the public sector, compared to 2.8 per cent in the private sector.

In **medium** sized bargaining units, the overall wage adjustment was 2.6 per cent with an average figure of 2.6 per cent for the public sector and 2.4 per cent for the private sector.

In **large** bargaining units, the overall average wage adjustment was 2.7 percent. The public sector figure of 2.7 per cent is higher than the private sector figure of 2.1 per cent.

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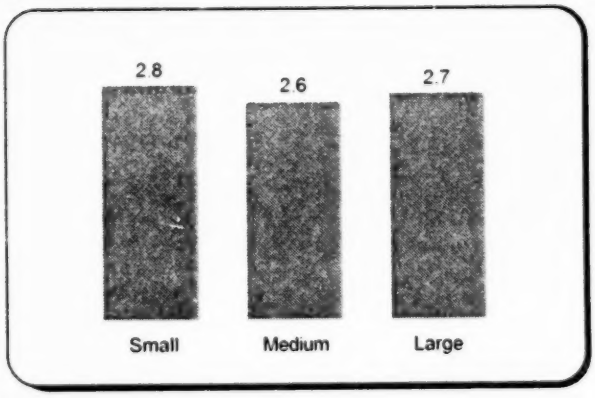
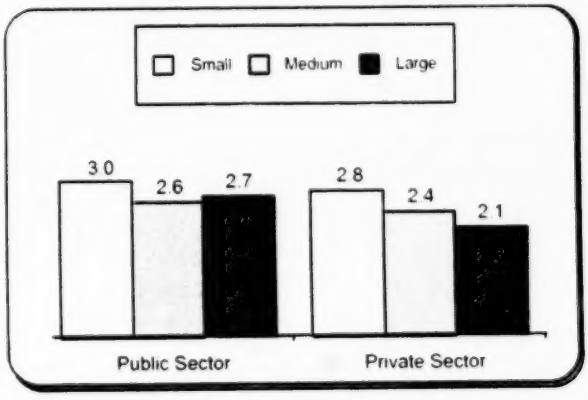
[1] Data as of extraction date of May 2002

Average Percentage Adjustment by Size of Bargaining Units, year-to-date 2002



Average Percentage Adjustment by Size of Bargaining Units and by public-private sectors, year-to-date 2002



SMALL BARGAINING UNITS: SETTLEMENTS REACHED IN MAY 2002

Industry and Employer	No. of empls.	Avg. ann. % adj.	1st year adj.	Duration (months)	Exp. date yyyy/mm/dd
Primary Industries (1 agreement)					
Cambior, La Mine Doyon, mine employees, Rouyn-Noranda, Que.	310	2.3 *	0.5	72	30/11/2006
Construction (1 agreement)					
Electrical Contractors Association of New Brunswick Inc., electricians, province-wide, N.B.	350	3.0	3.0	24	31/12/2003
Manufacturing (2 agreements)					
Bonneville Portes et Fenêtres, plant and maintenance employees, Ste-Marie-de-Beauce, Que.	280	2.8	2.0	60	31/01/2007
Owens-Corning Canada Inc., plant and maintenance employees, Edmonton, Alta.	110	3.0	3.5	36	31/07/2004
Transportation (1 agreement)					
Pacific Transit Cooperative, taxi operators, Vancouver, B.C.	130	2.0	2.0	36	30/09/2004
Education, Health and Social Services (3 agreements)					
Catholic Children's Aid Society of Toronto, health and social care professionals, Toronto, Ont.	300	3.0	3.0	24	31/03/2004
Extendicare (Canada) Inc., nurses, Regina, Sask.	130	5.6	11.0	36	31/03/2005
Lord Selkirk School Division No. 11, elementary and secondary teachers, Selkirk, Man.	330	3.0	3.0	36	30/06/2003

** Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.*

Explanatory Notes

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index (Cat. 62-001-XPB).*

Coverage for Major Settlements: The information on collective bargaining settlements and negotiations pertain to all bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors approximately 1,070 such agreements covering 2.5 million employees. The employee coverage represents approximately 60 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment. These bargaining units are broken down into medium bargaining units (500-1,999) and large bargaining units (2,000 and more) for analytical purposes.

Coverage for Small Bargaining Units: The information on collective agreements from small bargaining units introduced in January 2000 pertains to a sample of bargaining units involving 100 to 499 employees in all industries and jurisdictions across Canada. The sampling ratio for these bargaining units is one out of every ten (1:10) in the public sector. In the private sector, the ratio varies from a low of one out of every eight (1:8) in the larger jurisdictions, to a high of one out of every two (1:2) in smaller jurisdictions. All bargaining units in the Federal jurisdiction involving 200 to 499 employees are included (1:1) and the sampling is one out of every eight (1:8) agreements for units between 100 and 199 employees.

Base rate adjustments: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.

Industry sectors: The *Wage Settlements Bulletin* and the *Workplace Gazette* report and publish data using the restructured industry sectors devised within the framework of the North American Industry Classification System (NAICS). NAICS is a classification system devised by the statistical agencies of Canada, Mexico and the United States, to provide common definitions on the industrial structure of the three economies. Using Statistics Canada's NAICS framework, the 20 [illegible] industry divisions were regrouped into the current 11 industry sectors for analytical purposes. Public and private sectors are defined by reference to employer characteristics, consistent with Statistics Canada use of 'institutional units' or 'entities'.

For more information contact:
Client Services at *1-800-567-6866*
or in the Ottawa-Hull region *(819) 997-3117*
or E-mail: *wid-imt@hrdc-drhc.gc.ca*

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micromedia
a division of IHS Canada

20 Victoria Street
Toronto, Ontario M5C 2N8
tel. (416) 362-5211
[illegible]-800-387-2689
Fax (416) 362-6161
[illegible]romedia.on.ca

Human Resources Development Canada
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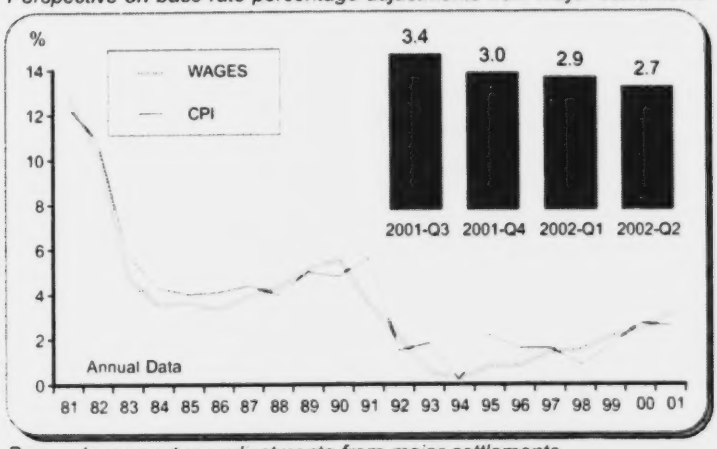
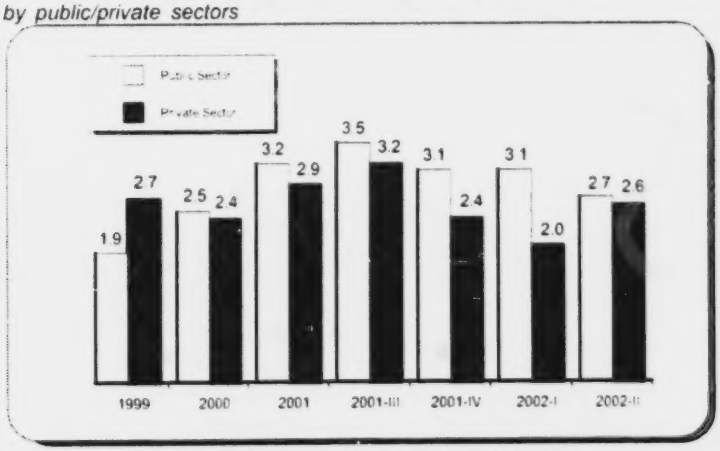
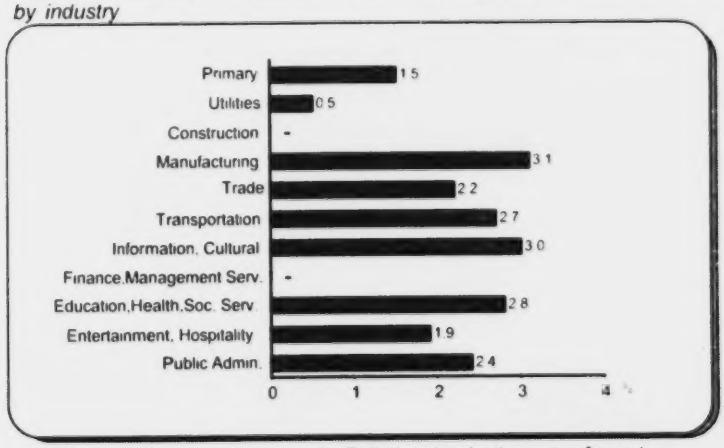


Base rate percentage adjustments from major settlements, by public/private sectors



Base rate percentage adjustments from major settlements, by industry



Le Bulletin existe également en français.

Wage Data for the Second Quarter 2002

Major collective bargaining settlements reached in **the second quarter 2002** provided base-rate wage increases averaging **2.7 per cent** annually over the contract-term. This is down slightly from the 2.9 per cent figure in the previous quarter, and lower than the 3.1 per cent average recorded for the year 2001 as a whole. The second quarter 2002 results are based on a review of 120 settlements reached in the period, with a coverage of 442,275 employees.

When the parties to the second-quarter settlements previously negotiated, contract duration averaged 44 months, and the resulting wage adjustments averaged 2.3 per cent compared to the 2.7 per cent in their current round of settlements and an average contract duration of 21.6 months.

Wage increases in the first half of 2002 averaged 2.7 per cent for 645,955 employees in 178 major settlements.

Wage adjustments in the second quarter 2002 were largely comprised of public sector settlements (82.5% of agreements covering 90.1% of employees). **Public-sector** wage adjustments for 398,665 employees in 99 settlements averaged **2.7 per cent,** down from 3.1 per cent in the previous quarter, and down from 3.2 per cent for the year 2001. A large number of these settlements (50) were in the Quebec public sector providing 256,350 employees with wage increases averaging 2.0 per cent (lower than the predecessorial Quebec public-sector agreements which had averaged 2.2 per cent when they last settled in 2000). These Quebec public sector settlements had a moderating influence on the average wage adjustment figures in the second quarter, excluding these agreements, the remaining public sector settlements averaged wage increases of 3.8 per cent.

Private-sector wage increases for 43,610 employees in 21 agreements averaged **2.6 per cent,** up from 2.0 per cent in the previous quarter, but down from the average of 2.9 per cent for 2001.

The largest concentration of employees was in the **education, health and services** sector (with 60.6% of all workers in second quarter settlements). In this

(continued on page 4)

Canada

Wage Data forJune 2002

Base rate wage adjustments from major collective bargaining settlements reached in **June 2002** averaged **3.8 per cent** annually over the contract term, up from the 2.9 per cent average in the previous month and the 3.1 per cent annual figure for 2001 as a whole. The results for June 2002 are based on a review of 24 settlements covering 50,685 employees.

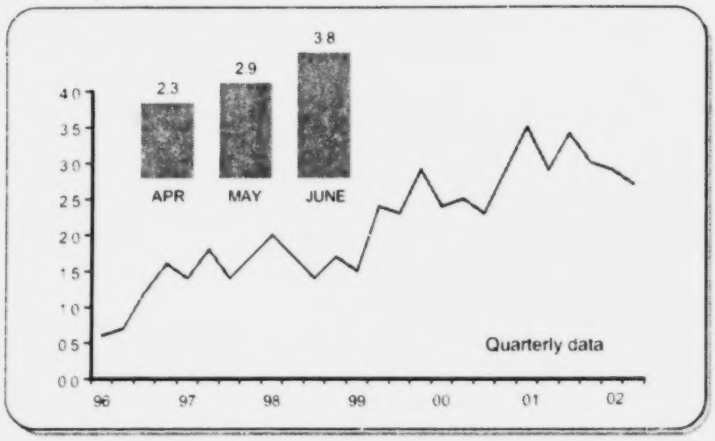
When the parties to these settlements previously negotiated, contract duration averaged 3.4 months and the resulting wage adjustments averaged 2.3 per cent, compared to the 3.8 per cent in their current round of settlements and average contract duration of 2.4 months.

The relative increase in wage adjustments for June was due in part to 4 Alberta education-sector agreements providing 12,450 employees (one-quarter of the employee coverage for June) with wage gains of 6.8 per cent.

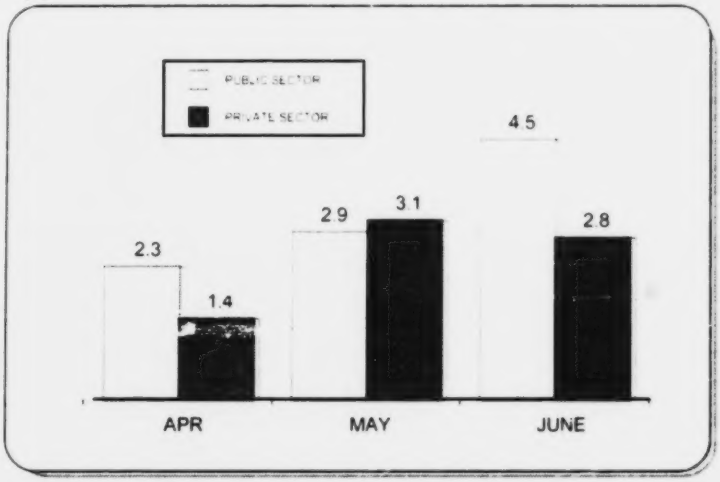
Wage gains in June were much higher in the **public sector (4.5 per cent)** than in the **private sector (2.8 per cent)**. The overall public sector data in June includes 30,155 employees in 16 agreements. Wage increases ranged from a 1.7 per cent increase for 2,400 municipal employees (cultural and recreational) with the City of Ottawa to 6.8 per cent for 12,450 employees with 4 Alberta school boards. In the private sector, there were 20,530 employees in 8 agreements. Wage increases ranged from a 1.6 per cent increase for 1,200 customer service employees with Air Canada Jazz, to a high of 4.2 per cent for 500 employees with DDM Plastics Inc. in Ontario. Also, 12,140 office employees with Bell Canada received increases averaging 3.2 per cent.

On a regional jurisdictional basis, wage adjustments in June were largest in the Prairies at 6.4 per cent (Alberta at 6.8 per cent); in the Atlantic provinces wage increases averaged 3.4 per cent (including a Newfoundland and Labrador college instructors settlement at 5.0 per cent); in the Federal jurisdiction wage increases averaged 3.0 per cent. The remaining average wage increases for various jurisdictions are itemized in the adjoining chart on the right.

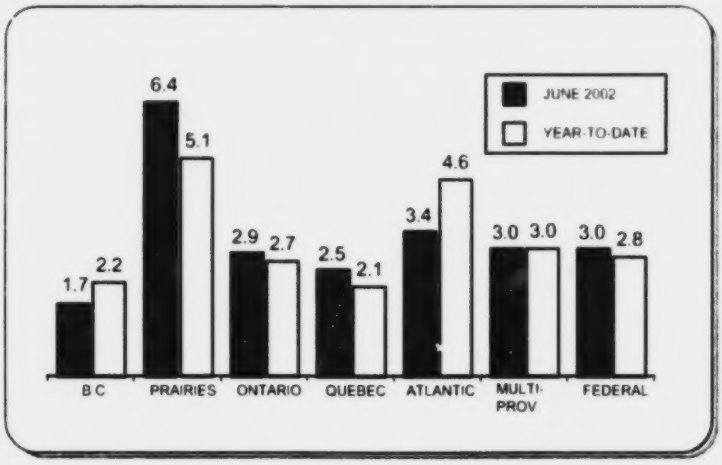
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public / private sectors

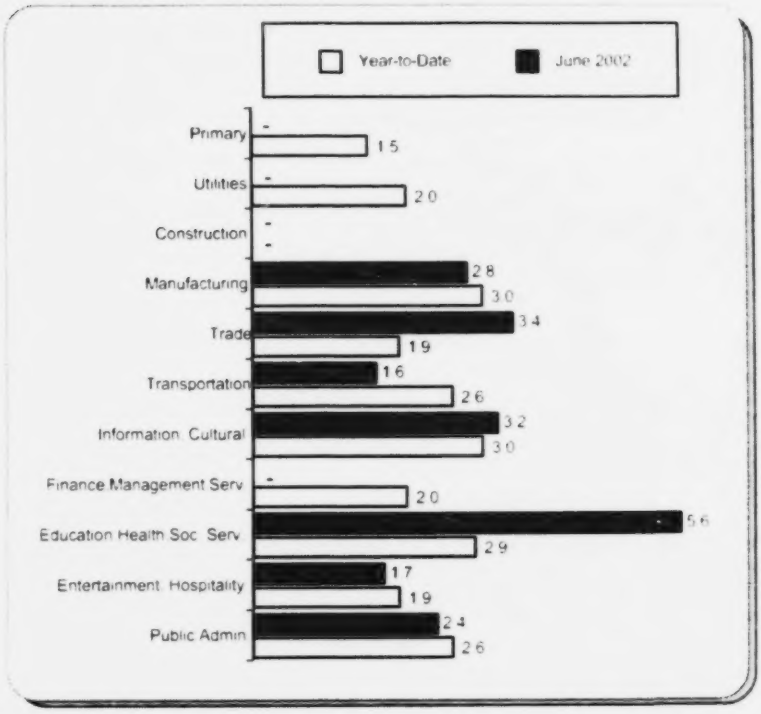


Base rate percentage adjustments from major settlements, by region / jurisdiction

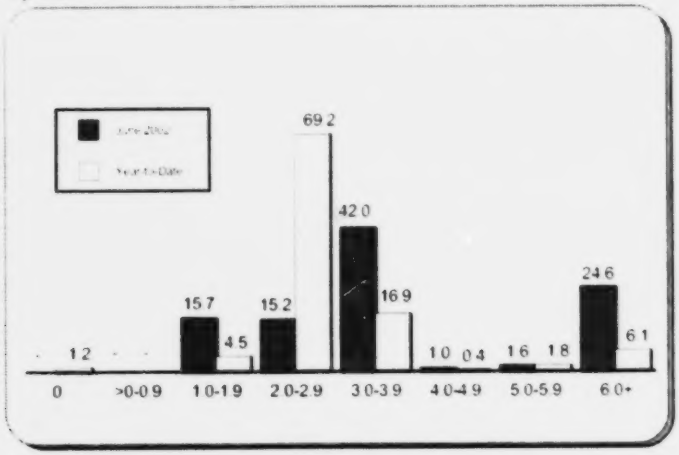


On an industry basis, the largest concentration of employees and the largest average wage increase was in the **education, health and services** sector with 36.2% of all workers in June settlements; in this industry sector, 18,350 employees in 11 agreements averaged increases of **5.6 per cent**. The second largest employee concentration was in the **information and culture sector**; in this sector, a single agreement provided 12,140 Bell Canada employees with wage gains averaging 3.2 per cent. The third largest average wage increase was reported in the **trade** sector at **3.4 per cent** and the lowest was reported in the **transportation** sector at **1.6 per cent**. In **public administration**, wage gains averaged **2.4 per cent**; in **manufacturing**, wage increases averaged **2.8 per cent**.

Base rate percentage adjustments from major settlements, by industry



Percentage distribution of employees from major settlements, by size of base rate adjustments



The distribution of settlements and employees by region/jurisdiction

	Agreements	Employees
Atlantic Provinces	2	1,820
Quebec	2	1,640
Ontario	10	12,930
Prairie Provinces	5	13,750
British Columbia	1	3,500
Multiprovince	1	3,200
Federal	3	13,640

WAGE ADJUSTMENTS FROM MAJOR SETTLEMENTS
(effective average annual percentage adjustments in base rates)

	1999	2000	2001	2001		2002		2002			Year to
				3	4	1	2	Apr	May	June	Date
All Industries/Jurisdictions											
Average Annual Adjustments	2.2	2.5	3.1	3.4	3.0	2.9	2.7	2.3	2.9	3.8	2.7
Non-COLA	2.0	2.5	3.2	3.2	3.1	3.0	2.7	2.3	2.9	3.8	2.7
COLA	3.6	2.3	2.7	4.2	2.3	2.1	2.4	2.0	2.4	4.2	2.2
First Year Adjustment	1.9	2.3	3.4	3.7	3.0	2.9	3.0	2.3	3.7	4.6	2.9
Non-COLA	1.7	2.3	3.4	3.3	3.2	2.9	3.0	2.3	3.7	4.6	3.0
COLA	3.4	2.4	3.3	5.3	0.5	1.5	2.0	1.7	1.2	4.4	1.6
Industries											
Primary	2.3	1.8	2.5	2.4	2.3	-	1.5	1.5	-	-	1.5
Utilities	1.8	3.5	2.5	2.4	2.4	3.3	0.5	0.0	0.7	-	2.0
Construction	2.0	3.6	3.2	3.3	3.4	-	-	-	-	-	-
Manufacturing	3.6	2.6	2.4	2.6	2.1	2.7	3.1	2.8	3.2	2.8	3.0
Wholesale and Retail Trade	1.3	1.7	1.6	1.7	1.3	1.6	2.2	0.6	2.6	3.4	1.9
Transportation	2.8	2.4	2.8	3.0	2.0	2.4	2.7	2.8	-	1.6	2.6
Information and Cultural Industries	2.5	2.9	3.2	2.8	2.9	3.0	3.0	1.6	2.2	3.2	3.0
Finance, Management Services	2.8	1.8	2.4	3.1	1.4	2.0	-	-	-	-	2.0
Education, Health, Social Services	1.8	2.6	3.4	3.8	3.1	3.1	2.8	2.4	3.2	5.6	2.9
Entertainment,Hospitality Industry	2.6	3.0	4.0	2.7	-	2.1	1.9	-	2.7	1.7	1.9
Public Administration	2.2	2.3	3.0	3.0	3.1	2.8	2.4	2.1	2.8	2.4	2.6
Jurisdictions											
Newfoundland and Labrador	1.6	3.3	5.0	5.0	5.1	7.5	6.0	5.0	6.2	5.0	6.7
Prince Edward Island	2.7	2.2	3.1	3.1	3.3	-	3.2	-	3.2	-	3.2
Nova Scotia	2.1	2.2	3.7	4.5	3.7	2.5	2.3	-	2.3	-	2.4
New Brunswick	2.4	2.8	3.4	3.3	3.6	3.1	2.3	2.5	-	2.0	2.7
Quebec	1.6	2.4	2.8	2.8	3.4	2.3	2.1	2.0	2.3	2.5	2.1
Ontario	2.2	2.6	2.9	2.9	2.6	2.7	2.8	2.7	2.8	2.9	2.7
Manitoba	2.5	2.6	2.4	2.4	3.0	2.8	5.4	6.1	3.0	2.5	4.7
Saskatchewan	2.0	3.5	2.9	2.8	3.0	3.6	4.7	1.6	5.3	-	4.4
Alberta	4.0	4.5	5.1	5.1	4.4	6.8	6.1	3.5	4.5	6.8	6.2
British Columbia	0.8	1.6	2.7	4.0	2.3	2.5	1.0	0.6	0.7	1.7	2.2
Multiprovince	2.2	2.7	3.1	3.1	4.0	-	3.0	-	-	3.0	3.0
Federal Jurisdiction	2.8	2.2	3.0	3.6	2.8	2.8	2.9	2.2	3.1	3.0	2.8
Public Sector	1.9	2.5	3.2	3.5	3.1	3.1	2.7	2.3	2.9	4.5	2.8
Private Sector	2.7	2.4	2.9	3.2	2.4	2.0	2.6	1.4	3.1	2.8	2.3
Consumer Price Index	1.7	2.7	2.6	2.7	1.1	1.5	1.3	1.7	1.0	1.3	1.4

Data for the month of June are preliminary

continued from page 1

industry sector, 268,010 employees in 76 agreements averaged increases of **2.8 per cent**. The second largest concentration of employees (25% of all workers) was in **public administration**, with 110,660 employees in 15 agreements averaging increases of **2.4 per cent**. The largest average wage increase was reported in the **manufacturing** sector at **3.1 per cent**. The smallest increase was in the **utilities** sector with 4 agreements providing 5,630 employees with wage adjustments averaging **0.5 per cent**. In the remaining industrial sectors, second-quarter 2002 wage increases were: **information and culture** at **3.0 per cent**, and the **transportation** sector at **2.7 per cent**.

MAJOR SETTLEMENTS REACHED IN JUNE 2002

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date dd/mm/yyyy
Manufacturing (4 agreements)	**2,545**	**2.8**	**2.6**	**41.1**	
Connors Bros., Limited, plant and maintenance employees, Charlotte County, N.B.	1,000	2.0	1.0	36	31/12/2004
DDM Plastics Inc., service and maintenance employees, Tillsonburg, Ont.	500	4.2 *	4.4	36	31/07/2005
Olymel Société en Commandite, production, Magog, Que.	540	3.6	4.3	60	30/04/2007
Royal Canadian Mint, production, Ottawa, Ont. and Winnipeg, Man.	505	2.0	2.0	36	31/12/2004
Wholesale and Retail Trade (3 agreements)	**6,250**	**3.4**	**3.7**	**36**	
Fenwick Automotive Products, production, Toronto, Ont.	800	3.6	3.5	36	28/02/2005
Liquor Control Board of Ontario, office and clerical employees, province-wide, Ont.	4,600	3.7	4.0	36	31/03/2005
Sav-A-Centre, Div. of The Great Atlantic & Pacific Co. of Canada, retail employees, Cobourg, Ont.	850	1.9	1.9	36	10/10/2004
Transportation (1 agreement)	**1,200**	**1.6**	**0.0**	**36**	
Air Canada Jazz, customer service, system-wide	1,200	1.6	0.0	36	30/06/2005
Information and Culture (1 agreement)	**12,140**	**3.2**	**3.5**	**36**	
Bell Canada, office and clerical employees, Ont. and Que.	12,140	3.2	3.5	36	31/05/2005
Education, Health and Social Services (11 agreements)	**18,350**	**5.6**	**7.9**	**24.7**	
Bluewater District School Board, elementary teachers, Chesley, Ont.	780	2.7	2.7	12	30/08/2002
Bluewater District School Board, secondary teachers, Chesley, Ont.	550	2.2	2.2	12	31/08/2002
Board of Trustees of Edmonton School District No. 7, elementary and secondary teachers, Edmonton, Alta.	4,780	6.8	10.2	24	31/08/2003
Board of Trustees of the Calgary Board of Education, elementary and secondary teachers, Calgary, Alta.	5,940	6.8	10.2	24	31/08/2003
Board of Trustees of the Rocky View School Division No. 41, elementary and secondary teachers, Rocky View, Alta.	780	6.8	10.2	24	31/08/2003
Elk Island Public Schools Regional Division No. 14, elementary and secondary teachers, Elk Island, Alta.	950	6.8	10.2	24	31/08/2003
Government of Newfoundland & Labrador & College of North Atlantic instructors/tutors/lecturers, province-wide, Nfld. and Lab.	820	5.0	5.0	36	31/08/2004
Grand Erie District School Board, elementary teachers, Brantford, Ont.	1,030	2.8	2.8	12	31/08/2002
Toronto Catholic District School Board, educational services, Toronto, Ont.	840	2.5	3.0	24	31/08/2003
Windsor-Essex Catholic District School Board, secondary teachers, Windsor, Ont.	580	2.6	2.8	24	31/08/2004

** Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate*

MAJOR SETTLEMENTS REACHED IN JUNE 2002

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date dd/mm/yyyy
Winnipeg School Division No. 1, office and clerical employees, Winnipeg, Man.	1,300	2.5	2.5	48	01/07/2005
Entertainment and Hospitality (1 agreement)	**3,500**	**1.7**	**1.0**	**48**	
Hospitality Industrial Relations, hotel or restaurant employees, province-wide, B.C.	3,500	1.7	1.0	48	31/05/2006
Public Administration (3 agreements)	**6,700**	**2.4**	**1.8**	**32.1**	
City of Ottawa, recreational employees, Ottawa, Ont.	2,400	1.7	0.0	36	31/12/2003
Government of Northwest Territories, office and technical employees, territory-wide, N.W.T.	3,200	3.0	3.0	36	31/03/2005
Government of Quebec, engineers, province-wide, Que.	1,100	2.0	2.0	12	30/06/2003
Agreements with COLA (1 agreement)	**500**	**4.2** *	**4.4**	**36**	
Agreements without COLA (23 agreements)	**50,185**	**3.8**	**4.6**	**32.4**	
All Agreements (24 agreements)	**50,685**	**3.8**	**4.6**	**32.5**	

* *Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.*

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status*	Expiry month
•Government of Canada	various unions	21,180	B/CO/ARB	Jan 01-Sept 02
•Air Canada	CUPE	4,500	MED	Oct 01
•Canada Post	Postmasters	10,000	B	Dec 01
•VIA	BLE	500	MED	Dec 00
•Government of Nova Scotia	Teachers	10,600	CO	Dec 01
•Government of New Brunswick	CUPE (education)	1,600	B	Feb 02
•Aliant Telecom Inc. (Atlantic)	CEP and ACTWU	4,500	B	various
•Security and Investigation Agency (Qc)	Steelworkers	8,020	TENT	June 02
•City of Toronto	CUPE/Firefighters	29,910	ARB	various
•University of Toronto	various unions	5,140	B	Sept 02
•Ontario Hospital Association	PAIRO/OPSEU	7,300	B	Mar 02
•Regional Health Auth of Manitoba	MGEU/CUPE	13,400	TENT/B	Mar /Apr 02
•INCO (Manitoba)	Steelworkers	1,050	B	Sept 02
•Government of Saskatchewan	Teachers	12,150	CO	Aug 02
•Health Authorities of Alberta	various unions	18,140	B/MED	Mar 02
•TELUS (B C and Alta)	TWU	16,710	B	Dec 00
•Government of Nunavut	Teachers	640	B	June 02

Status*

ARB	arbitration	MED	mediation	PMB	post-mediation bargaining
B	bargaining	M/WS	mediation after work stoppage	TENT	tentative agreement
B/WS	bargaining after work stoppage	PAB	post-arbitration bargaining	WS	work stoppage
CO	conciliation	PCB	post-conciliation bargaining	LEG	legislated agreement

Wage Data for the Second Quarter 2002
For Small, Medium and Large Size Bargaining Units

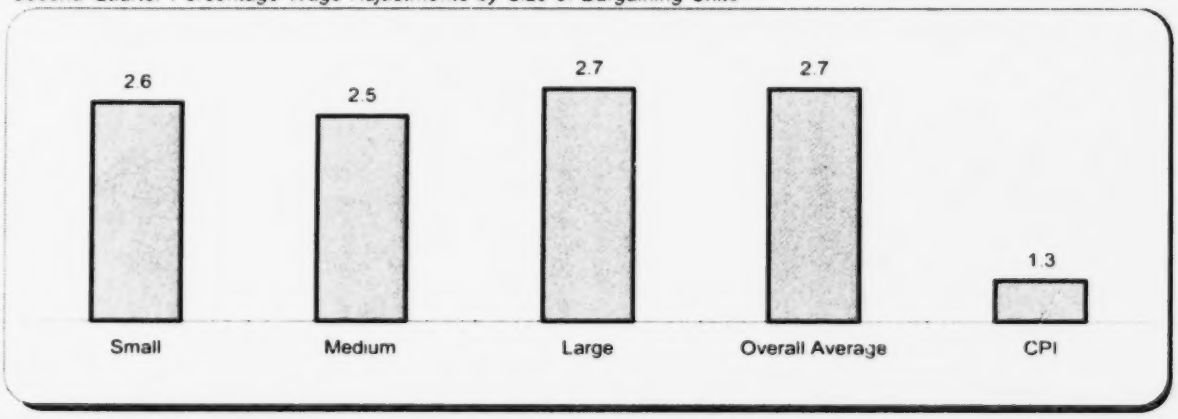
Among the 158 collective bargaining settlements reached in the **second quarter** of the year **2002**, 38 settlements were in small bargaining units (between 100 and 499 employees), 74 were in medium bargaining units (500 to 1999 employees), and 46 were in large bargaining units with 2000 employees and over. During this period, the overall base-rate wage adjustment averaged 2.7 per cent, up by 0.1 percentage point as compared to the first quarter of the year 2002. The overall **public sector** wage adjustment at **2.7 per cent** was higher than the figure of **2.5 per cent** reported for the **private sector**.

Small bargaining units reported an average increase of **2.6 per cent**, slightly higher than the 2.5 per cent reported for the first quarter of the year 2002 but maintaining the year to date average at 2.6 per cent. More than half of employees and agreements (54.7 and 55.3 per cent respectively) were in the 2.0 to 2.9 per cent wage adjustment range. Another 30.4 per cent of employees and 21.1 per cent of agreements were in the 3.0 to 3.9 per cent range. **Public sector** settlements provided an average increase of **2.8 per cent**, compared to 2.5 and 2.6 per cent in previous quarters. **Private sector** wage adjustments were lower at **2.4 per cent** compared to 2.5 and 2.4 per cent in previous quarters.

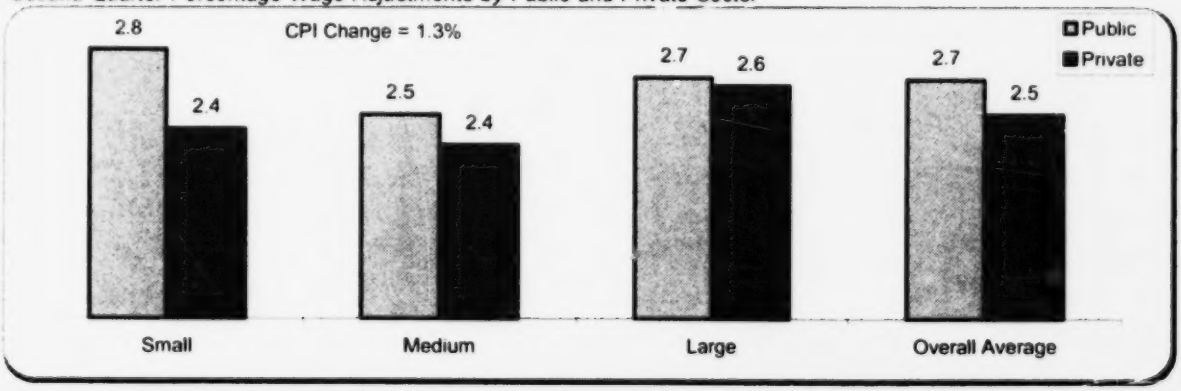
Medium bargaining units reported an average wage increase of **2.5 per cent** compared to 3.0 per cent in the first quarter, the lowest average adjustment since the first quarter of the year 2000. A large majority of employees and agreements (71.4 and 68.9 per cent respectively) were in the 2.0 to 2.9 per cent range. There were 9.5 per cent of employees and 12.2 per cent of agreements in the 4.0 per cent and greater category. **Public sector** settlements resulted in an average increase of **2.5 per cent**, lower than the 3.0 per cent range for the three previous quarters, but slightly higher than the **private sector** figure of **2.4 per cent**.

Large bargaining units reported an average wage increase of **2.7 per cent**, slightly lower than the 2.9 per cent figure for the first quarter and the lowest since the third quarter of the year 2000. The majority of employees and agreements (75.3 and 60.9 per cent respectively) were in the 2.0 to 2.9 per cent wage adjustment range while 11.5 per cent of employees and 17.4 per cent of agreements were in the 3.0 to 3.9 per cent range. **Public sector** average wage increases at **2.7 per cent** was lower than the previous six quarters, but remained slightly higher than the **private sector** average wage adjustments of **2.5 per cent**.

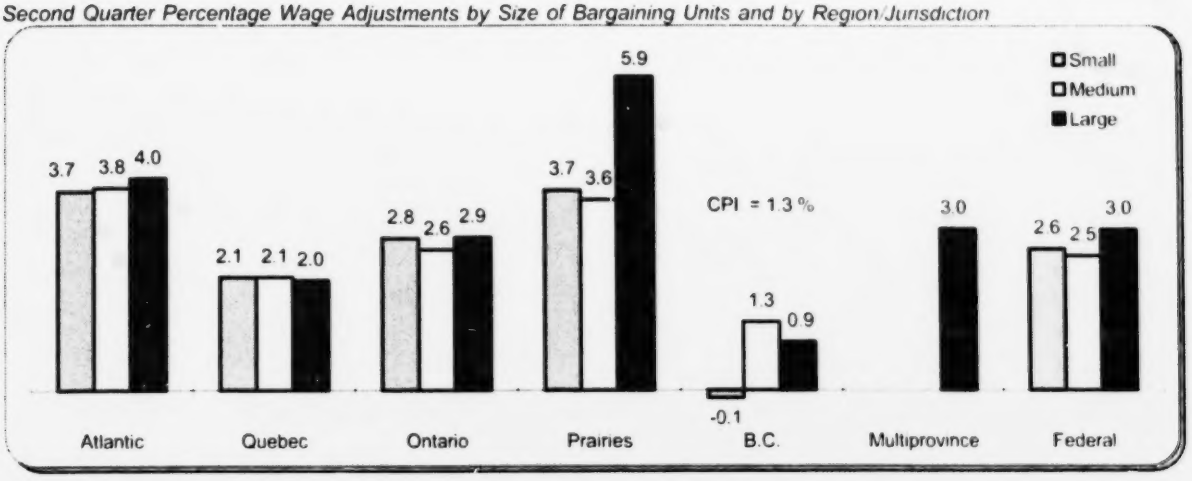
Second Quarter Percentage Wage Adjustments by Size of Bargaining Units



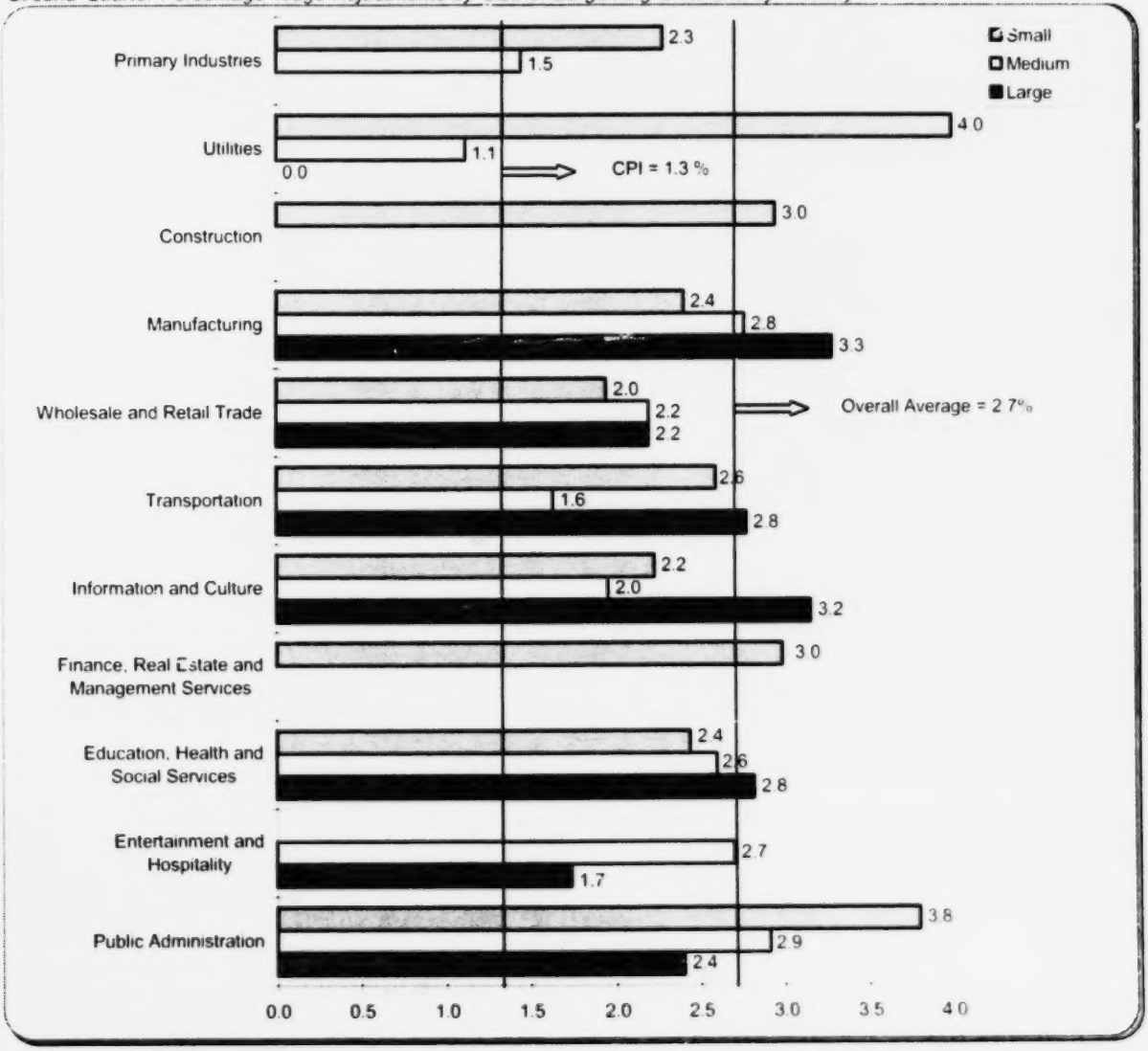
Second Quarter Percentage Wage Adjustments by Public and Private Sector



Second Quarter Percentage Wage Adjustments by Size of Bargaining Units and by Region/Jurisdiction



Second Quarter Percentage Wage Adjustments by Size of Bargaining Units and by Industry


Small
Medium
Large
Primary Industries 2.3 1.5
Utilities 0.0 1.1 4.0
CPI = 1.3 %
Construction 3.0
Manufacturing 2.4 2.8 3.3
Wholesale and Retail Trade 2.0 2.2 2.2
Overall Average = 2.7%
Transportation 2.6 1.6 2.8
Information and Culture 2.2 2.0 3.2
Finance, Real Estate and Management Services 3.0
Education, Health and Social Services 2.4 2.6 2.8
Entertainment and Hospitality 2.7 1.7
Public Administration 3.8 2.9 2.4
0.0 0.5 1.0 1.5 2.0 2.5 3.0 3.5 4.0

SMALL BARGAINING UNITS: SETTLEMENTS REACHED IN JUNE 2002

Industry and Employer	No. of empls.	Avg. ann. % adj.	1st year adj.	Duration (months)	Exp. date dd/mm/yyyy
Utilities (1 agreement)					
TransAlta Utilities Corporation, plant and maintenance employees, province-wide, Alta.	480	4.0	4.0	24	31/12/2003
Manufacturing (3 agreements)					
Freshwater Fish Marketing Corporation, plant and maintenance employees, province-wide, Man.	250	2.5	2.6	36	30/04/2005
Simplot Canada Limited, plant and maintenance employees, Brandon, Man.	190	1.2	0.0	36	30/06/2005
Volvo Motor Graders Limited, hourly rated employees, Goderich, Ont.	450	2.5	2.5	36	30/06/2005
Wholesale and Retail Trade (1 agreement)					
Superieur Propane, truck drivers, Longueuil, Que.	140	2.0	1.8	48	30/04/2005
Transportation (1 agreement)					
Transport Thibodeau inc., truck drivers, province-wide, Que.	240	1.9 *	3.3	60	31/12/2006
Finance, Real Estate, Management Services (1 agreement)					
Canadian Standards Association, Operating as CSA International, administrative services employees, Rexdale, Ont.	380	3.0	3.0	24	18/06/2004
Education, Health and Social Services (2 agreements)					
Hotel-Dieu Grace Hospital, office and clerical employees, Windsor, Ont.	230	2.8	2.5	36	31/03/2004
Timmins & District Hospital, office and clerical employees, Timmins, Ont.	300	3.0	3.1	36	31/03/2005
Public Administration (2 agreements)					
Board of Police Commissioners of the City fo Saskatoon, police officers, Saskatoon, Sask.	370	5.3	6.1	30	31/03/2004
City of Calgary, para-medical technical employees, Calgary, Alta.	350	3.2	3.5	24	28/12/2003

* *Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.*

Explanatory Notes

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index (Cat. 62-001-XPB)*

Coverage for Major Settlements: The information on collective bargaining settlements and negotiations pertain to all bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors approximately 1,070 such agreements covering 2.5 million employees. The employee coverage represents approximately 60 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment. These bargaining units are broken down into medium bargaining units (500-1,999) and large bargaining units (2,000 and more) for analytical purposes.

Coverage for Small Bargaining Units: The information on collective agreements from small bargaining units introduced in January 2000 pertains to a sample of bargaining units involving 100 to 499 employees in all industries and jurisdictions across Canada. The sampling ratio for these bargaining units is one out of every ten (1:10) in the public sector. In the private sector, the ratio varies from a low of one out of every eight (1:8) in the larger jurisdictions, to a high of one out of every two (1:2) in smaller jurisdictions. All bargaining units in the Federal jurisdiction involving 200 to 499 employees are included (1:1) and the sampling is one out of every eight (1:8) agreements for units between 100 and 199 employees.

Base rate adjustments: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.

Industry sectors: The *Wage Settlements Bulletin* and the *Workplace Gazette* report and publish data using the restructured industry sectors devised within the framework of the North American Industry Classification System (NAICS). NAICS is a classification system devised by the statistical agencies of Canada, Mexico and the United States, to provide common definitions on the industrial structure of the three economies. Using Statistics Canada's NAICS framework, the 20 larger industry divisions were regrouped into the current 11 industry sectors for analytical purposes. Public and private sectors are defined by reference to employer characteristics, consistent with Statistics Canada use of "institutional units" or "entities".

For more information contact:
Client Services at *1-800-567-6866*
or in the Ottawa-Hull region *(819) 997-3117*
or E-mail: *wid-imt@hrdc-drhc.gc.ca*

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micromedia
a division of IHS Canada

20 Victoria Street
Toronto, Ontario M5C 2N8
tel. (416) 362-5211
[illegible]: 1-800-387-2689
Fax: (416) 362-6161
Email: info@micromedia.on.ca

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Workplace Information
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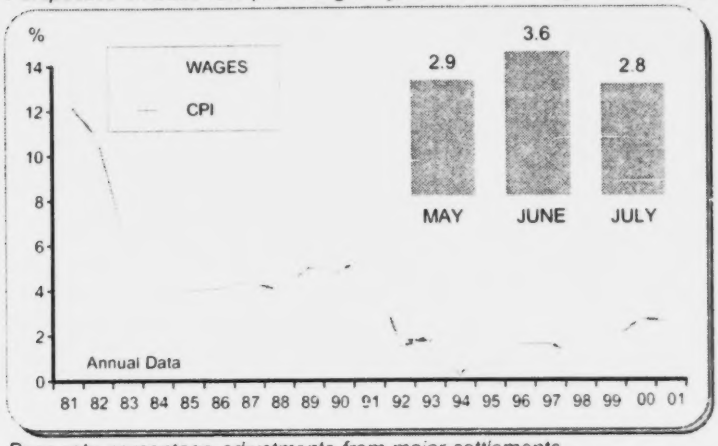
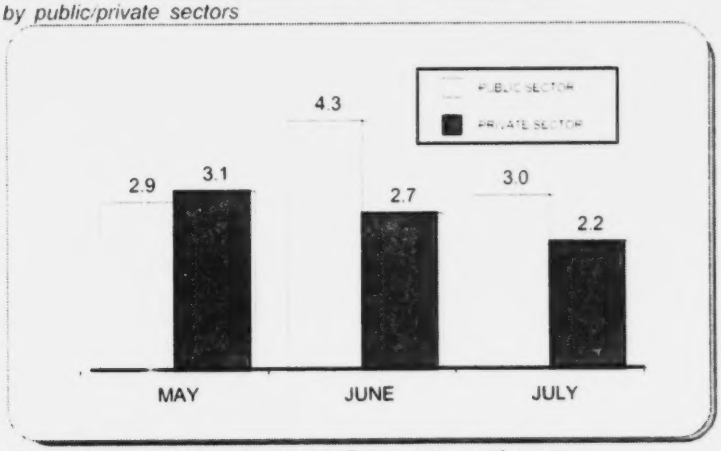
...nts Bulletin

September 2002
Volume 13, Issue 9

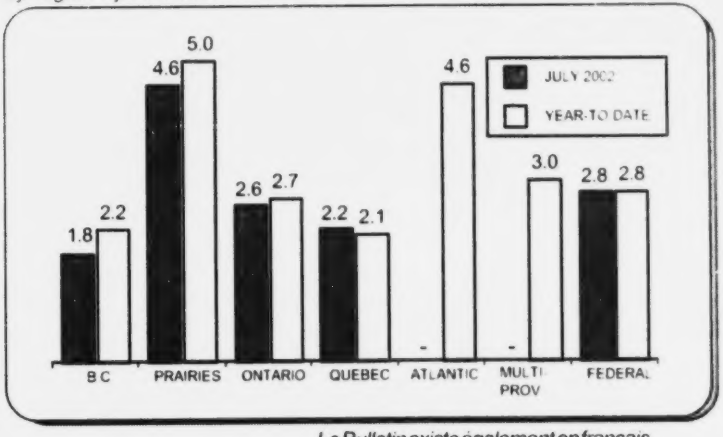
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public/private sectors



Base rate percentage adjustments from major settlements, by region / jurisdiction



Le Bulletin existe également en français

Wage Data for July 2002

Major collective bargaining settlements reached in **July 2002** provided base-rate wage increases averaging **2.8 per cent** annually over the contract term. This is down from the 3.6 per cent figure in the previous month, and lower than the 3.1 per cent average recorded for the year 2001 as a whole. The July 2002 results are based on a review of 32 settlements reached in the period, with a coverage of 67,850 employees.

When the parties to the July settlements previously negotiated, contract duration averaged 40 months, and the resulting wage adjustments averaged 2.2 per cent compared to the 2.8 per cent in their current round of settlements and an average contract duration of 33.5 months.

Wage increases in the first seven months of 2002 (January to July) averaged 2.7 per cent for 723,105 employees in 220 major settlements.

Wage adjustments in July 2002 were largely comprised of public sector settlements (65.6% of agreements covering 74.1% of employees). **Public-sector** wage adjustments for 50,260 employees in 21 settlements averaged **3.0 per cent,** down from 4.3 per cent in the previous month, and down slightly from 3.2 per cent for the year 2001.

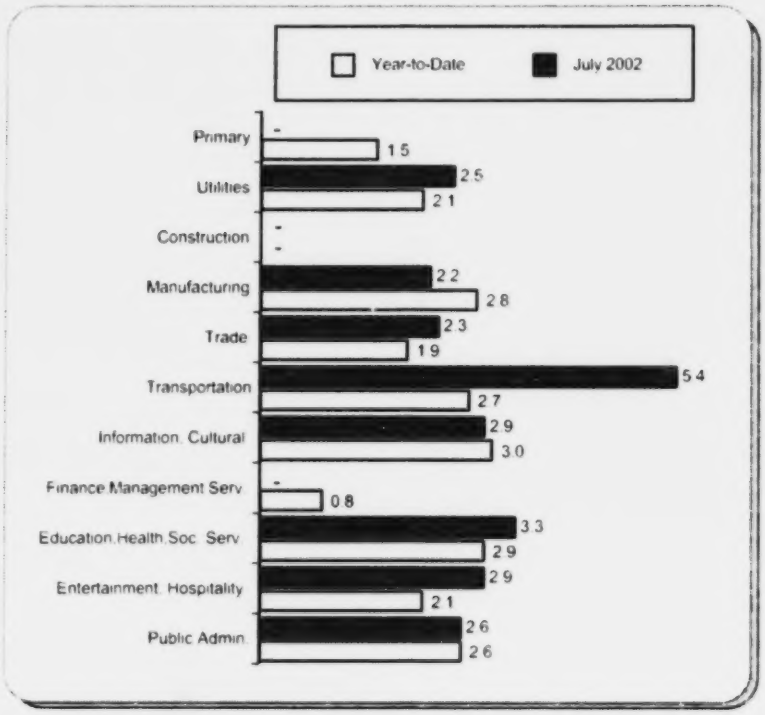
Private-sector wage increases for 17,590 employees in 11 agreements averaged **2.2 per cent,** down from 2.7 per cent in the previous month, and from the average of 3.0 per cent for 2001.

On a regional jurisdictional basis, the largest gains in July were in the Prairie provinces (4.6 per cent for 8,780 employees in 5 agreements) due in large part to 3 Alberta education sector agreements averaging 6.0 per cent and to the Boeing Canada Ltd. settlement in Manitoba with a 4.8 per cent increase. The lowest wage adjustments were in British Columbia averaging 1.8 per cent. In Ontario, wage adjustments averaged 2.6 per cent, and in Quebec, 2.2 per cent. In the Federal Jurisdiction, 3 agreements provided 15,880 employees with wage increases averaging 2.8 per cent.

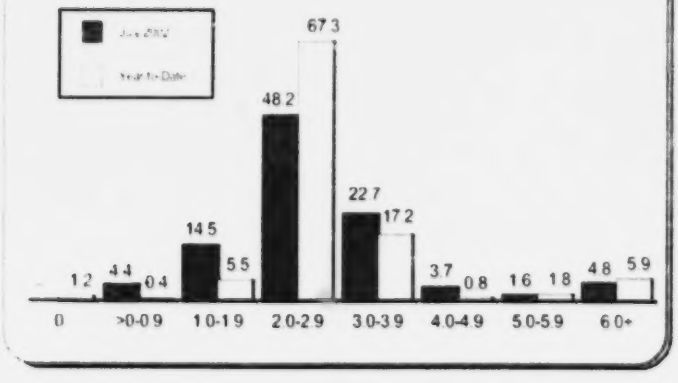
Canada

On an industry basis, the largest concentration of employees was in **public administration** with 43.6% of all workers in July settlements; in this sector, 29,580 employees in 10 agreements averaged increases of **2.6 per cent**. The second largest employee concentration was in **education, health and social services**; in this sector, 9 agreements provided 17,080 employees with wage gains averaging **3.3 per cent**. The largest average wage increase was reported in the **transportation** sector at **5.4 per cent** and the lowest was reported in the **manufacturing** sector at **2.2 per cent**. In both the **information and culture sector** and the **entertainment and hospitality sector**, wage gains averaged **2.9 per cent**; in utilities, wage increases averaged **2.5 per cent** and in the **trade sector,** wage gains averaged **2.3 per cent**.

Base rate percentage adjustments from major settlements, by industry



Percentage distribution of employees from major settlements, by size of base rate adjustments



The distribution of settlements and employees by region/jurisdiction

	Agreements	Employees
Atlantic Provinces	-	-
Quebec	4	8,450
Ontario	15	26,450
Prairie Provinces	5	8,780
British Columbia	5	8,290
Multiprovince	-	-
Federal	3	15,880

WAGE ADJUSTMENTS FROM MAJOR SETTLEMENTS
(effective average annual percentage adjustments in base rates)

	1999	2000	2001	2001		2002		Year to	2002		
				3	4	1	2	Date	May	June	July
All Industries/Jurisdictions											
Average Annual Adjustment	2.2	2.5	3.1	3.4	3.0	2.9	2.6	2.7	2.9	3.6	2.8
Non-COLA	2.0	2.5	3.2	3.2	3.0	2.9	2.6	2.7	2.9	3.6	2.9
COLA	3.6	2.3	2.7	4.2	2.3	2.1	2.4	2.1	2.4	4.2	2.0
First Year Increase	1.9	2.3	3.4	3.7	3.0	2.9	2.9	2.9	3.7	4.2	3.1
Non-COLA	1.7	2.3	3.4	3.3	3.2	2.9	2.9	3.0	3.7	4.2	3.3
COLA	3.4	2.4	3.3	5.4	0.6	1.5	2.0	1.6	1.1	4.4	1.6
Industries											
Primary	2.3	1.8	2.5	2.4	2.3	-	1.5	1.5	-	-	-
Utilities	1.8	3.5	2.5	2.4	2.4	3.3	0.7	2.1	0.7	-	2.5
Construction	2.0	3.6	3.2	3.3	3.4	-	-	-	-	-	-
Manufacturing	3.6	2.6	2.4	2.7	2.0	2.7	3.1	2.8	3.2	2.7	2.2
Wholesale and Retail Trade	1.3	1.7	1.6	1.7	1.3	1.6	2.2	1.9	2.6	3.4	2.3
Transportation	2.8	2.4	2.8	3.0	2.0	2.4	2.7	2.7	-	1.6	5.4
Information and Cultural Industries	2.5	2.9	3.2	2.8	2.9	3.0	3.0	3.0	2.2	3.2	2.9
Finance, Management Services	2.8	1.8	2.4	3.1	1.4	2.0	0.0	0.8	-	0.0	-
Education, Health, Social Services	1.8	2.6	3.3	3.8	3.1	3.1	2.8	2.9	3.2	5.4	3.3
Entertainment,Hospitality Industry	2.6	3.0	4.0	2.7	-	2.1	1.9	2.1	2.7	1.7	2.9
Public Administration	2.2	2.3	3.0	3.0	3.1	2.8	2.4	2.6	2.8	2.3	2.6
Jurisdictions											
Newfoundland and Labrador	1.6	3.3	5.0	5.0	5.1	7.5	6.0	6.7	6.2	5.0	-
Prince Edward Island	2.7	2.2	3.1	3.1	3.3	-	3.2	3.2	3.2	-	-
Nova Scotia	2.1	2.2	3.7	4.5	3.7	2.5	2.3	2.4	2.3	-	-
New Brunswick	2.4	2.8	3.4	3.3	3.6	3.1	2.3	2.7	-	2.0	-
Quebec	1.6	2.4	2.8	2.8	3.2	2.3	2.1	2.1	2.3	2.4	2.2
Ontario	2.2	2.6	2.9	2.9	2.6	2.7	2.8	2.7	2.8	2.8	2.6
Manitoba	2.5	2.6	2.4	2.4	3.0	2.8	5.4	4.7	3.0	2.5	4.8
Saskatchewan	2.0	3.5	2.9	2.8	3.0	3.6	4.7	4.4	5.3	-	-
Alberta	4.0	4.5	5.1	5.1	4.4	6.8	6.1	5.7	4.5	6.8	4.6
British Columbia	0.8	1.6	2.7	4.0	2.3	2.5	1.0	2.2	0.7	1.7	1.8
Multiprovince	2.2	2.7	3.1	3.1	4.0	-	3.0	3.0	-	3.0	-
Federal Jurisdiction	2.8	2.2	3.0	3.6	2.8	2.8	2.8	2.8	3.1	2.8	2.8
Public Sector	1.9	2.5	3.2	3.5	3.1	3.0	2.7	2.8	2.9	4.3	3.0
Private Sector	2.7	2.4	3.0	3.2	2.4	2.0	2.5	2.3	3.1	2.7	2.2
Consumer Price Index	1.7	2.7	2.6	2.7	1.1	1.5	1.3	1.5	1.0	1.3	2.1

Data for the month of July are preliminary

continued from page 1

MAJOR SETTLEMENTS REACHED IN JULY 2002

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date dd/mm/yyyy
Utilities (1 agreement)	**2,800**	**2.5**	**3.0**	**24**	
Hydro-Quebec, scientific and other professionals, province-wide, Que.	2,800	2.5	3.0	24	31/12/2003
Manufacturing (5 agreements)	**8,620**	**2.2**	**1.8**	**43.5**	
Alcan Smelters and Chemicals Ltd., plant and maintenance employees, Kitimat, B.C.	1,320	2.6 *	3.0	36	23/07/2005
Boeing Canada Technology Ltd., plant and maintenance employees, Winnipeg, Man.	700	4.8 *	5.1	36	10/07/2005
Ins Manufacturiers Bas Inc., production, Montréal, Que.	2,000	3.0	2.6	48	21/02/2006
Navistar International Corporation Canada, production, Chatham, Ont.	600	0.8 *	0.0	24	31/05/2004
Stelco Inc., production, Hamilton, Ont.	4,000	1.5 *	0.7	48	31/07/2006
Wholesale and Retail Trade (2 agreements)	**3,850**	**2.3**	**0.5**	**36**	
Automobile Industry Employers Association Inc., hourly rated employees, Montréal, Que.	850	2.2	2.0	36	15/07/2005
Calgary Co-operative Association Limited, retail employees, Calgary, Alta.	3,000	2.3	0.0	36	17/07/2004
Transportation (1 agreement)	**1,100**	**5.4**	**11.6**	**36**	
Government of Canada, electronic technicians, Canada-wide	1,100	5.4	11.6	36	31/08/2004
Information and Culture (2 agreements)	**3,520**	**2.9**	**2.9**	**36**	
Pacific Newspapers Group Inc., (div. Southam Inc.), print media employees, Vancouver, B.C.	1,020	2.6	2.5	36	30/11/2004
Toronto Public Library Board, librarians, Toronto, Ont.	2,500	3.0	3.0	36	31/12/2004
Education, Health and Social Services (9 agreements)	**17,080**	**3.3**	**4.2**	**26.3**	
Calgary Roman Catholic Separate School District No. 1, elementary and secondary teachers, Calgary, Alta.	2,640	6.8	10.2	24	31/08/2003
Canadian Blood Services Centres, health service-non-professionals, London, Ont.	850	3.0	4.0	48	31/03/2005
Catholic District School Board of Eastern Ontario, elementary and secondary teachers, Smiths Falls, Ont.	850	2.9	3.0	24	31/08/2004
Chinook s Edge School Division No. 73, elementary and secondary teachers, Red Deer, Alta.	640	6.8	10.2	24	31/08/2003
Government of Quebec, ambulance technicians, province-wide, Que.	2,800	1.3	2.0	18	31/12/2003
Halton Catholic District School Board, elementary teachers, Burlington, Ont.	950	3.8	5.1	24	31/08/2004

** Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.*

MAJOR SETTLEMENTS REACHED IN JULY 2002

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date dd/mm/yyyy
Post-Secondary Employers' Association, support employees, province-wide, B.C.	3,050	1.9	2.4	15	30/06/2002
The Canadian Red Cross Society, health service-non-professionals, Essex County, Ont.	3,500	2.0	2.0	36	31/03/2005
University of Alberta, professors, Edmonton, Alta.	1,800	4.5	4.0	36	30/06/2005
Entertainment and Hospitality (2 agreements)	**1,300**	**2.9**	**3.0**	**43.1**	
Legacy Hotels Corporation (Royal York Hotel), hotel or restaurant employees, Toronto, Ont.	800	2.8	3.0	40	15/07/2005
Westin Harbour Castle, hotel or restaurant employees, Metropolitan Toronto, Ont.	500	3.0	3.0	48	31/05/2006
Public Administration (10 agreements)	**29,580**	**2.6**	**2.9**	**34.5**	
Canada Customs and Revenue Agency, auditors, Canada-Wide	10,000	2.6	2.8	30	21/12/2003
City of Prince George, outside and inside employees, Prince George, B.C.	500	2.3	2.0	36	31/12/2004
Hamilton Police Services, police officers, Hamilton, Ont.	990	3.0	2.9	36	31/12/2002
Parks Canada, administrative and program services, Canada-wide	4,780	2.6	3.2	39	04/08/2003
Regional Municipality of Niagara, office and clerical employees, Niagara Region, Ont.	710	3.0	3.0	36	31/12/2004
Toronto Police Services Board, office and clerical employees, Toronto, Ont.	900	3.5	3.5	36	31/12/2004
Toronto Police Services Board, police cadets, Toronto, Ont.	1,000	3.5	3.5	36	31/12/2004
Toronto Police Services Board, police officers, Toronto, Ont.	5,000	3.5	3.5	36	31/12/2004
Workers' Compensation Board of British Columbia, office and clerical employees, province-wide, B.C.	2,400	0.7	2.0	36	31/03/2005
Workplace Safety & Insurance Board, office and clerical employees, province-wide, Ont.	3,300	2.1	2.3	36	31/03/2005
Agreements with COLA (4 agreements)	**6,620**	**2.0 ***	**1.6**	**42.2**	
Agreements without COLA (28 agreements)	**61,230**	**2.9**	**3.3**	**32.5**	
All Agreements (32 agreements)	**67,850**	**2.8**	**3.1**	**33.5**	

** Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate*

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status*	Expiry month
•Government of Canada	various unions	21,180	B/CO/ARB	Jan 01-Sept 02
•Air Canada	CUPE	4,500	MED	Oct 01
•Canada Post	Postmasters	10,000	B	Dec 01
•VIA	BLE	500	MED	Dec 00
•Government of Nova Scotia	Teachers	10,600	CO	Dec 01
•Government of New Brunswick	CUPE (education)	1,600	B	Feb 02
•Aliant Telecom Inc. (Atlantic)	CEP and ACTWU	4,500	B	various
•Security and Investigation Agency (Qc.)	Steelworkers	8,020	TENT	June 02
•City of Toronto	CUPE	26,970	ARB	Dec 01
•University of Toronto	various unions	5,140	B	Sept 02
•Toronto District School Board	various unions	20,220	B	Aug 02
•Ontario Hospital Association	PAIRO/OPSEU	7,300	B	Mar 02
•Falconbridge	CAW	750	B	Sept 02
•Regional Health Auth. of Manitoba	MGEU/CUPE	13,400	B/MED	Mar./Apr 02
•INCO (Manitoba)	Steelworkers	1,050	B	Sept 02
•Government of Saskatchewan	Teachers	12,150	CO	Aug 02
•Health Authorities of Alberta	various unions	18,140	B/MED	Mar 02
•TELUS (B.C. and Alta.)	TWU	10,710	B	Dec 00
•Government of Nunavut	Teachers	640	B	June 02
•General Motors, Ford, DaimlerChrysler	CAW	46,000	B	Sept 02

Status*

ARB	arbitration	MED	mediation	PMB	post-mediation bargaining
B	bargaining	M/WS	mediation after work stoppage	TENT	tentative agreement
B/WS	bargaining after work stoppage	PAB	post-arbitration bargaining	WS	work stoppage
CO	conciliation	PCB	post-conciliation bargaining	LEG	legislated agreement

Year-to date Wage Data
For Small, Medium and Large Size Bargaining Units

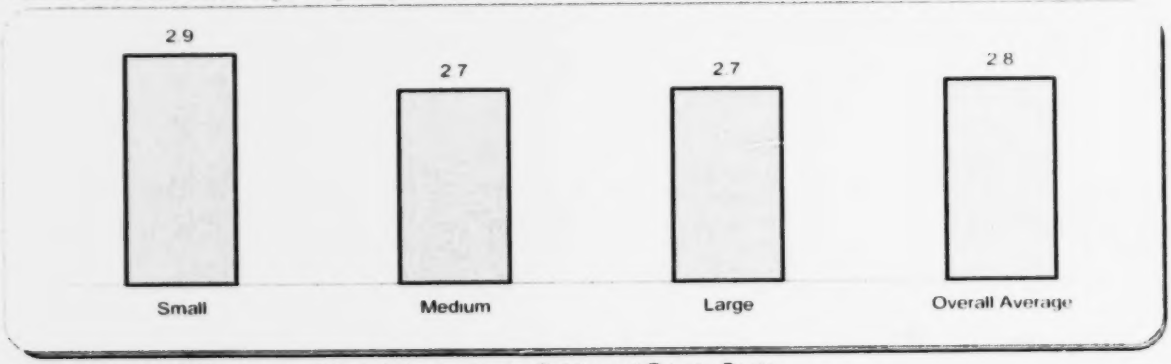
Among the 311 collective bargaining settlements reached in the year-to-date **2002**, 91 settlements were in small bargaining units (between 100 and 499 employees), 143 were in medium bargaining units (500 to 1999 employees), and 77 were in large bargaining units with 2000 employees and over. During this period, the overall base-rate wage adjustment averaged 2.8 per cent. The overall **public sector** wage adjustment at **2.8 per cent** was higher than the figure of **2.4 per cent** reported for the **private sector**.

Small bargaining units reported an average increase of **2.9 per cent**. **Public sector** settlements have provided an average increase of **3.2 per cent**, much higher than the **private sector** figure at **2.5 per cent**. On a regional jurisdictional basis, average increases ranged from a high of **4.5 per cent** in the **Prairie Provinces** to a low of **1.6 per cent** in **British Columbia**. On an industry basis, the **Construction sector** represented by 2 agreements had the largest average increase at **4.7 per cent** while the **Primary Industries** sector reported the smallest increase at **1.4 per cent**.

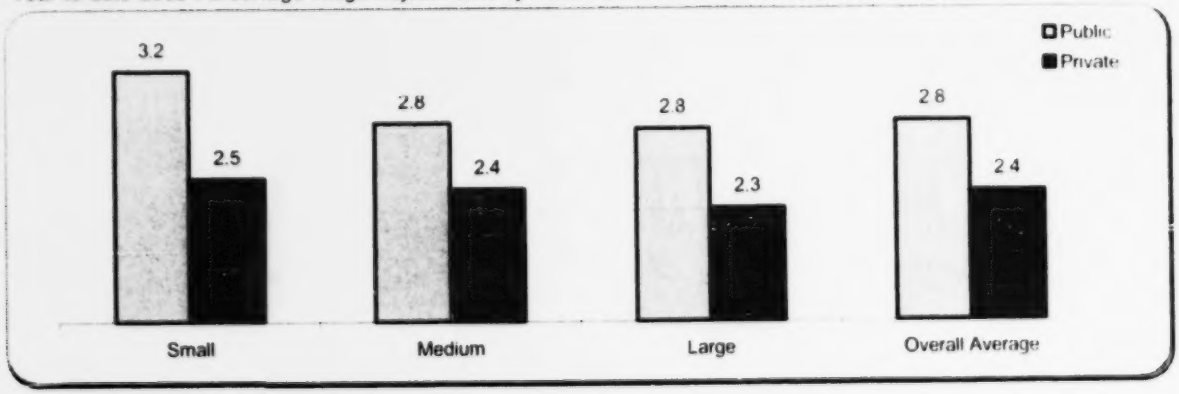
Medium bargaining units reported an average wage increase of **2.7 per cent**. **Public sector** settlements resulted in an average increase of **2.8 per cent**, higher than the **private sector** figure of **2.4 per cent**. On a regional jurisdictional basis, the highest increase at **4.0 per cent** was recorded in the **Prairie Provinces** and the lowest, at **1.9 per cent**, in **British Columbia**. On an industry basis, the **Public Administration** sector reported the highest increase at **3.1 per cent** while the **Finance, Real Estate and Management Services** sector reported the lowest at **0.8 per cent**.

Large bargaining units reported an average wage increase of **2.7 per cent**. **Public sector** average wage increases of **2.8 per cent** are slightly higher than the **private sector** average of **2.6 per cent**. On a regional jurisdictional basis, similarly to the small and medium bargaining units, the highest increase was reported in the **Prairie Provinces** with an average increase of **5.6 per cent** while **Quebec** reported the lowest increase at **2.1 per cent**. On an industry basis, the **Information and Culture** sector with 2 agreements covering 14,640 employees recorded the highest increase at **3.1 per cent**, while the lowest increase was in the **Wholesale and Retail Trade** sector at **1.8 per cent**.

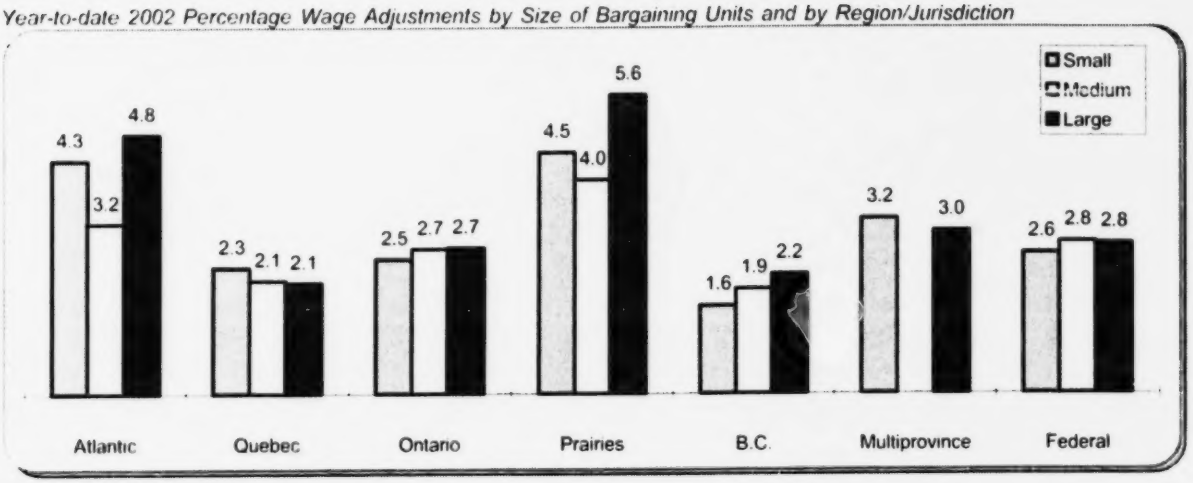
Year-to-date 2002 Percentage Wage Adjustments by Size of Bargaining Units



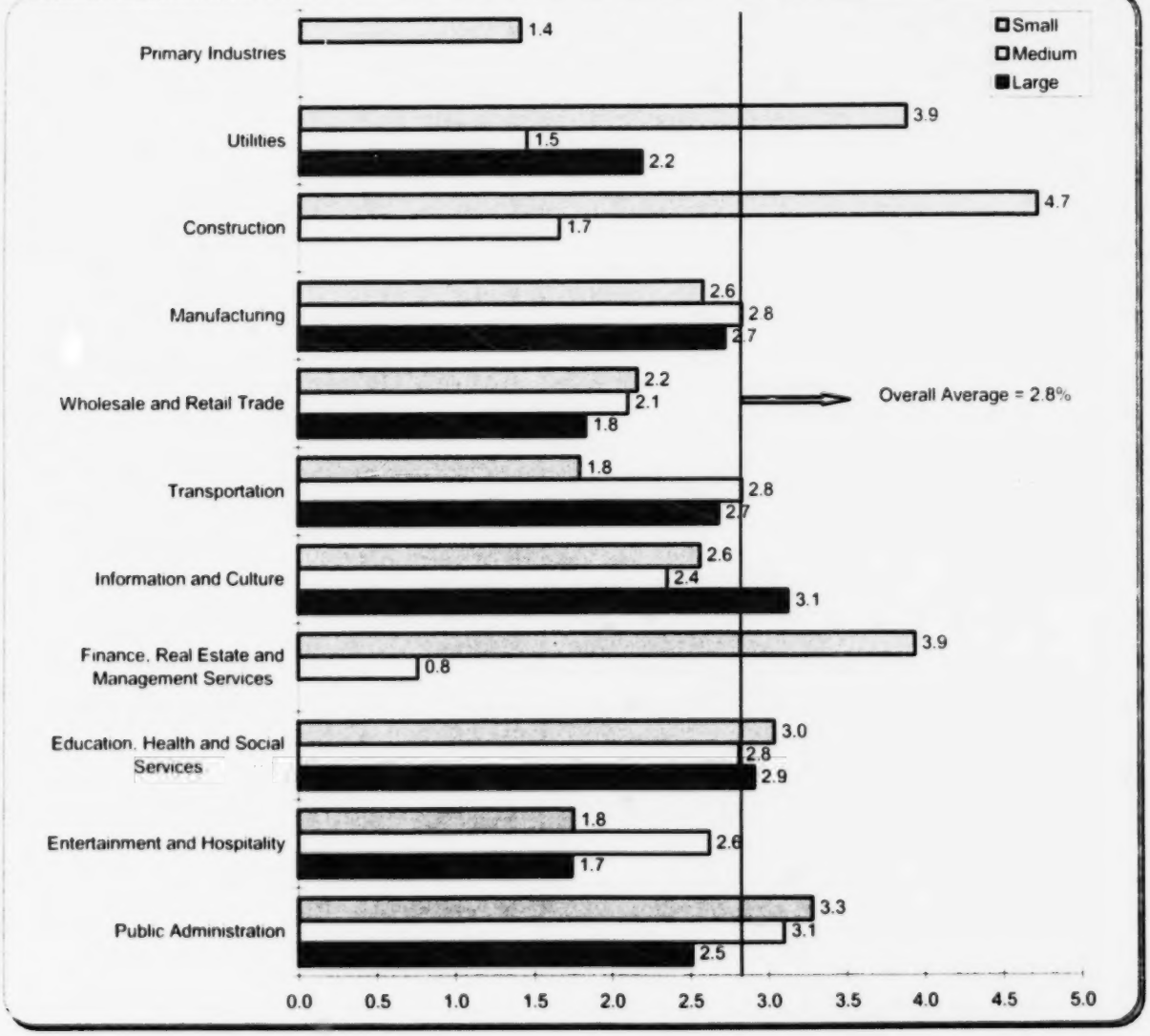
Year-to-date 2002 Percentage Wage Adjustments by Public and Private Sector



Year-to-date 2002 Percentage Wage Adjustments by Size of Bargaining Units and by Region/Jurisdiction



Year-to-date 2002 Percentage Wage Adjustments by Size of Bargaining Units and by Industry



SMALL BARGAINING UNITS: SETTLEMENTS REACHED IN JULY 2002

Industry and Employer	No. of empls.	Avg. ann. % adj.	1st year adj.	Duration (months)	Exp. date dd/mm/yyyy
Construction (1 agreement)					
Association of Commercial & Industrial Contractors of P.E.I., plumbers and pipefitters, province-wide, P.E.I.	100	3.0	3.0	60	28/02/2007
Manufacturing (2 agreements)					
Carmeuse Lime (Beachville) Limited, heavy equipment operators, Ingersoll, Ont.	130	1.5 *	1.2	48	31/03/2006
L-3 Communications, Spar Aerospace Limited, aircraft maintenance, Edmonton, Alta.	350	3.0	3.0	24	31/03/2004
Transportation (1 agreement)					
Imperial Parking Limited, parking attendants, Metropolitan Toronto, Ont.	230	1.5	1.5	36	31/05/2005
Information and Culture (2 agreements)					
Canada Science and Techology Museum Corporation, museum employees, Ottawa, Ont.	220	3.2	3.2	12	31/03/2003
Northwestel Inc., plant and maintenance employees, territory-wide	380	4.0	4.0	36	31/12/2004
Finance, Real Estate, Management Services (1 agreement)					
Serco Facilities Management Inc., administrative and support employees, Goose Bay, Nfld. and Lab.	290	3.2	6.1	69	31/03/2008
Education, Health and Social Services (7 agreements)					
Board of Trustees of Grande Prairie Public School District 2357, support employees, Grande Prairie, Alta.	160	3.3	3.5	24	31/08/2003
Holland Christian Homes Inc., health service-non-professionals, Brampton, Ont.	230	2.9	2.5	36	30/06/2005
Hotel-Dieu Grace Hospital, office and clerical employees, Windsor, Ont.	230	2.8	2.5	36	31/03/2004
Living Waters CRD No 42, elementary and secondary teachers, Whitecourt, Alta.	140	6.8	10.2	24	31/08/2003
Livingstone Range School Division No. 68, elementary and secondary teachers, Claresholm, Alta.	290	6.8	10.2	24	31/08/2003
Peace Wapiti Regional Division No. 33, elementary and secondary teachers, Grande Prairie, Alta.	360	6.8	10.2	24	31/08/2003
University of Lethbridge, office and clerical employees, Lethbridge, Alta.	330	4.0	4.0	24	30/06/2004
Entertainment and Hospitality (1 agreement)					
Cara Operations (Alberta) Limited (airline services div.), hotel or restaurant employees, Nisku, Alta.	140	2.0	1.5	36	25/07/2005
Public Administration (2 agreements)					
Office of the Superintendent of Financial Institutions, professionals employees, Ottawa, Ont.	270	2.8	2.9	24	31/12/2003
Workplace Health, Safety & Compensation Commission, office and clerical employees, province-wide, N.B.	100	2.8	3.0	36	31/12/2004

** Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate*

Explanatory Notes

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Client Services at *1-800-567-6866*
or in the Ottawa-Hull region *(819) 997-3117*
or E-mail: *wid-imt@hrdc-drhc.gc.ca*

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micromedia
a division of IHS Canada

20 Victoria Street
Toronto, Ontario M5C 2N8
tel. (416) 362-5211
toll free 1-800-387-2689
fax (416) 362-6161
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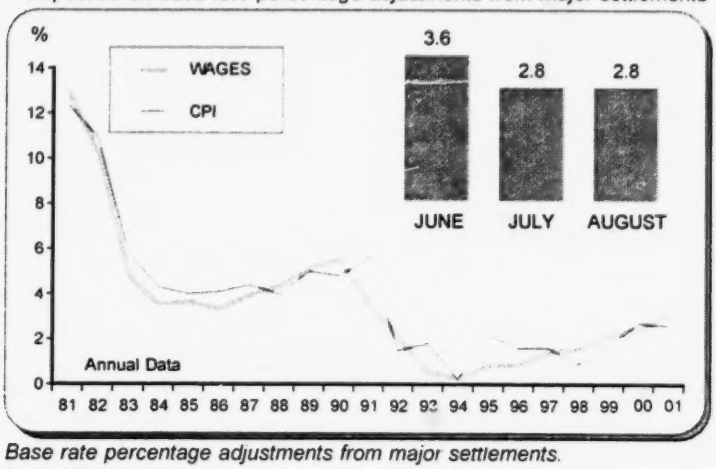
Workplace Information
Information sur les milieux de travail

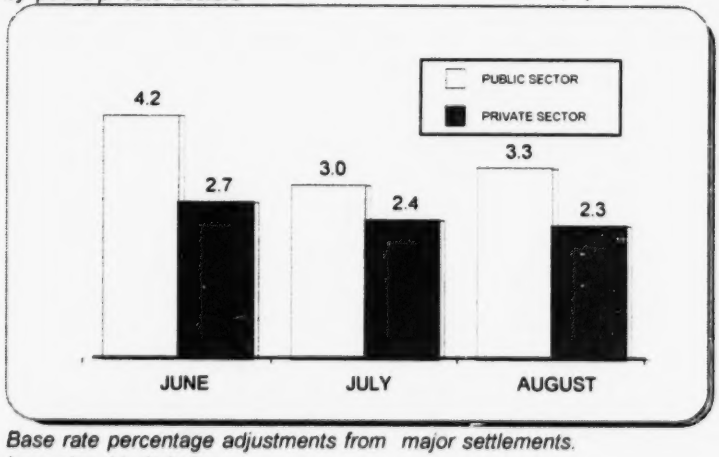
ements Bulletin

October 2002
Volume 13, Issue 10

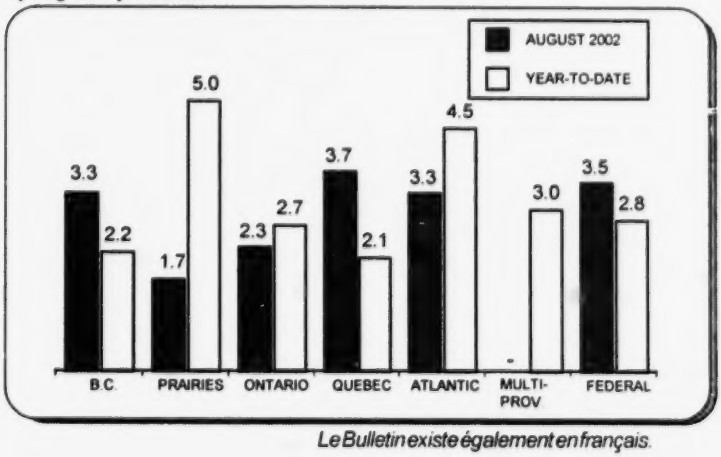
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements. by public/private sectors



Base rate percentage adjustments from major settlements. by region / jurisdiction



Le Bulletin existe également en français.

Wage Data for August 2002

Major collective bargaining settlements reached in **August 2002** provided base-rate wage increases averaging **2.8 per cent** annually over the contract term. This is the same figure as in the previous month, and lower than the 3.1 per cent average recorded for the year 2001 as a whole. The August 2002 results are based on a review of only 13 settlements reached in the period, with a coverage of 15,410 employees.

When the parties to the August settlements previously negotiated, contract duration averaged 44 months, and the resulting wage adjustments averaged 2.1 per cent compared to the 2.8 per cent in their current round of settlements and an average contract duration of 45 months.

Wage increases in the first eight months of 2002 (January to August) averaged 2.7 per cent for 739,455 employees in 236 major settlements.

In August 2002, 7 of 13 agreements settled were in the public sector (53.8 per cent of agreements and 44.3 per cent of employees). Wage increases in the **public sector** averaged **3.3 per cent** and **2.3 per cent** in the **private sector**.

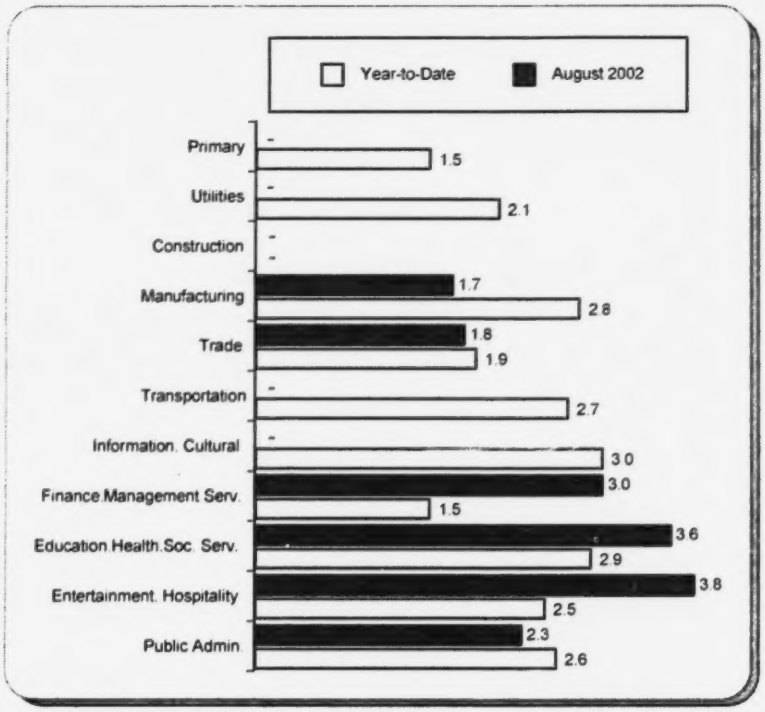
The private-sector figure was more moderate due in large part to a retail trade sector settlement. *No Frills Franchise Stores* in Ontario, providing 5,200 employees with wage gains averaging 1.8 per cent. The public-sector figure on the other hand was influenced by 2 health sector agreements in New Brunswick (para-medics) and in British Columbia (nurses), averaging 4.3 per cent and 5.4 per cent respectively.

On a regional/jurisdictional basis, the smallest increase in August was in the **Prairie provinces** (**1.7 per cent** for 710 employees in a single agreement). The largest wage gains were in **Quebec** averaging **3.7 per cent** for 680 employees in a single agreement. In the **Federal Jurisdiction**, 2 agreements provided 1,730 employees with wage increases averaging **3.5 per cent**. In the **Atlantic provinces**, 3 agreements provided 2,880 employees with wage increases averaging **3.3 per cent**; in **British Columbia**, wage increases also averaged **3.3 per cent** for 1,670 employees in 2 agreements. The largest concentration of employees was in **Ontario**, with 7,740 employees in 4 agreements receiving wage adjustments averaging **2.3 per cent**.

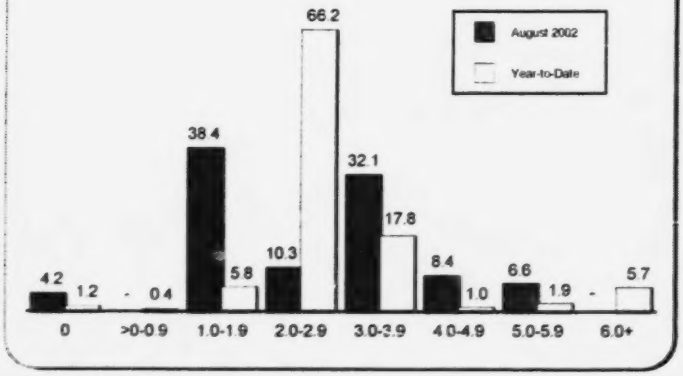
Canada

On an industry basis, the largest wage increase was in **entertainment and hospitality**: in this sector, 1,970 employees in 3 agreements averaged increases of **3.8 per cent**. The second largest wage gain was in **education, health and social services** where 5 agreements provided 5,150 employees with wage gains averaging **3.6 per cent**. In the **finance** sector, a single agreement provided 700 employees with a wage increase averaging **3.0 per cent**. These increases were moderated in large part by a single agreement in the **trade** sector providing 5,200 employees with a wage gain averaging **1.8 per cent** (*No Frills Franchise Stores*). The smallest average wage increase was reported in the **manufacturing** sector at **1.7 per cent** (covering 710 employees in a single agreement). In **public administration**, wage gains averaged **2.3 per cent** for 1,680 employees in 2 settements.

Base rate percentage adjustments from major settlements, by industry



Percentage distribution of employees from major settlements, by size of base rate adjustments



The distribution of settlements and employees by region/jurisdiction

	Agreements	Employees
Atlantic Provinces	3	2,880
Quebec	1	680
Ontario	4	7,740
Prairie Provinces	1	710
British Columbia	2	1,670
Multiprovince	-	-
Federal	2	1,730

WAGE ADJUSTMENTS FROM MAJOR SETTLEMENTS
(effective average annual percentage adjustments in base rates)

	1999	2000	2001	2001		2002		Year to	2002		
				3	4	1	2	Date	Jun	Jul	Aug
All Industries/Jurisdictions											
Average Annual Adjustment	2.2	2.5	3.1	3.4	3.0	2.9	2.6	2.7	3.6	2.8	2.8
Non-COLA	2.0	2.5	3.2	3.2	3.0	3.0	2.6	2.8	3.6	2.9	2.6
COLA	3.6	2.3	2.8	4.2	2.3	2.1	2.4	2.3	4.2	2.1	5.4
First Year Increase	1.9	2.3	3.4	3.7	3.0	2.9	2.9	2.9	4.2	3.2	3.2
Non-COLA	1.7	2.3	3.4	3.3	3.2	2.9	2.9	3.0	4.2	3.3	2.9
COLA	3.4	2.4	3.3	5.4	0.7	1.5	2.1	2.0	4.4	1.9	7.2
Industries											
Primary	2.3	1.8	2.6	2.4	2.3	-	1.5	1.5	-	-	-
Utilities	1.8	3.5	2.5	2.4	2.4	3.3	0.7	2.1	-	2.5	-
Construction	2.0	3.6	3.2	3.3	3.4	-	-	-	-	-	-
Manufacturing	3.6	2.6	2.5	2.7	2.1	2.7	3.1	2.8	2.7	2.3	1.7
Wholesale and Retail Trade	1.3	1.7	1.6	1.7	1.3	1.6	2.2	1.9	3.4	2.3	1.8
Transportation	2.8	2.4	2.8	3.0	2.0	2.4	2.7	2.7	1.6	5.4	-
Information and Cultural Industries	2.5	2.9	3.2	2.8	2.9	3.0	3.0	3.0	3.2	2.9	-
Finance, Management Services	2.8	1.8	2.2	3.1	1.4	2.0	0.0	1.5	0.0	-	3.0
Education, Health, Social Services	1.8	2.6	3.3	3.8	3.1	3.1	2.8	2.9	5.2	3.6	3.6
Entertainment,Hospitality Industry	2.6	3.0	4.0	2.7	-	2.2	1.9	2.5	1.7	2.9	3.8
Public Administration	2.2	2.3	3.0	3.0	3.1	2.8	2.4	2.6	2.3	2.6	2.3
Jurisdictions											
Newfoundland and Labrador	1.7	3.3	5.0	5.0	5.1	7.5	6.0	6.7	5.0	-	-
Prince Edward Island	2.7	2.2	3.1	3.1	3.3	-	3.2	3.2	-	-	-
Nova Scotia	2.1	2.2	3.7	4.5	3.7	2.5	2.3	2.4	-	-	2.4
New Brunswick	2.4	2.8	3.4	3.3	3.6	3.1	2.3	2.9	2.0	-	3.6
Quebec	1.6	2.4	2.8	2.8	3.2	2.5	2.1	2.1	2.4	2.6	3.7
Ontario	2.2	2.6	2.9	2.9	2.6	2.7	2.8	2.7	2.8	2.7	2.3
Manitoba	2.5	2.6	2.4	2.4	3.0	2.8	5.4	4.6	2.5	4.9	1.7
Saskatchewan	2.0	3.5	2.9	2.8	3.0	3.6	4.7	4.4	-	-	-
Alberta	4.0	4.5	5.1	5.1	4.4	6.8	6.1	5.7	6.8	4.6	-
British Columbia	0.8	1.6	2.7	4.0	2.3	2.5	1.0	2.2	1.7	1.8	3.3
Multi-Province	2.2	2.7	3.1	3.1	4.0	-	3.0	3.0	3.0	-	-
Federal Jurisdiction	2.8	2.2	3.0	3.6	2.8	2.8	2.8	2.8	2.8	2.8	3.5
Public Sector	1.9	2.5	3.2	3.5	3.1	3.1	2.7	2.8	4.2	3.0	3.3
Private Sector	2.7	2.4	3.0	3.2	2.4	2.0	2.5	2.3	2.7	2.4	2.3
Consumer Price Index	1.7	2.7	2.6	2.7	1.1	1.5	1.3	1.7	1.3	2.1	2.6

Data for the month of August are preliminary.

MAJOR SETTLEMENTS REACHED IN AUGUST 2002

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date yyyy/mm/dd
Manufacturing (1 agreement)	**710**	**1.7**	**0.0**	**48.0**	
Western Glove Works Ltd., plant and maintenance employees, Winnipeg, Man.	710	1.7	0.0	48.0	2005-08-17
Wholesale and Retail Trade (1 agreement)	**5,200**	**1.8**	**1.8**	**54.0**	
No Frills Franchise Stores, retail employees, province-wide, Ont.	5,200	1.8	1.8	54.0	2007-01-09
Finance, Real Estate, Management Services (1 agreement)	**700**	**3.0**	**2.7**	**48.0**	
Brink's Canada Limited, armoured car services, province-wide, Ont.	700	3.0	2.7	48.0	2006-08-27
Education, Health and Social Services (5 agreements)	**5,150**	**3.6**	**5.0**	**40.9**	
Dalhousie University, support employees, Halifax, N.S.	790	2.4	2.0	36.0	2004-06-30
Government of British Columbia, nurses, province-wide, B.C.	1,020	5.4 *	7.2	36.0	2004-12-31
Government of New Brunswick, health and social care professionals, province-wide, N.B.	800	2.5	3.5	48.0	2004-12-31
Government of New Brunswick, para-medical technical employees, province-wide, N.B.	1,290	4.3	7.8	48.0	2004-12-31
York University, office and clerical employees, Toronto, Ont.	1,250	3.0	3.0	36.0	2005-07-31
Entertainment and Hospitality (3 agreements)	**1,970**	**3.8**	**3.9**	**43.9**	
Canadian Pacific Hotels/Hotel Legacy Corp.(Queen Elizabeth), hotel or restaurant employees, Montréal, Que.	680	3.7	3.4	36.0	2005-06-30
Delta Chelsea Hotel, hotel or restaurant employees, Toronto, Ont.	590	3.8	4.2	48.0	2006-01-31
Sheraton Centre Hotel & Towers, hotel or restaurant employees, Toronto, Ont.	700	3.8	4.2	48.0	2006-01-31
Public Administration (2 agreements)	**1,680**	**2.3**	**3.1**	**28.6**	
British Columbia Buildings Corporation, building maintenance, province-wide, B.C.	650	0.0	0.0	36.0	2005-04-30
Government of Canada, foreign service officers,Canada and abroad	1,030	3.8	5.1	24.0	2003-06-30
Agreements with COLA (1 agreement)	**1,020**	**5.4 ***	**7.2**	**36.0**	
Agreements without COLA (12 agreements)	**14,390**	**2.6**	**2.9**	**45.6**	
All Agreements (13 agreements)	**15,410**	**2.8**	**3.2**	**45.0**	

** Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.*

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status*	Expiry month
•Government of Canada	various unions	21,180	B/CO/ARB	Jan.01-Sept.02
•Air Canada	CUPE	4,500	MED	Oct. 01
•Canada Post	Postmasters	10,000	B	Dec. 01
•VIA	BLE	500	MED	Dec. 00
•Government of Nova Scotia	Teachers	10,600	MED	Dec. 01
•Government of Nova Scotia	CUPE (public works)	1,600	B	Oct. 02
•Government of New Brunswick	CUPE (education)	1,600	B	Feb.02
•Aliant Telecom Inc. (Atlantic)	CEP and ACTWU	4,500	B	various
•Eastern Canada Car Carriers	Teamsters	1,800	B	Oct. 02
•City of Toronto	CUPE	26,970	ARB	Dec. 01
•University of Toronto	various unions	5,140	B	Sept. 02
•Toronto District School Board	various unions	20,220	B	Aug. 02
•Ontario Hospital Association	PAIRO/OPSEU	7,300	TENT/B	Mar. 02
•Health Authorities of Alberta	various unions	18,140	B/MED	Mar. 02
•TELUS (B.C. and Alta.)	TWU	16,710	B	Dec. 00
•Government of Nunavut	Teachers	640	B	June 02
•DaimlerChrysler	CAW	12,700	B	Sept. 02

Status* :

ARB	arbitration	MED	mediation	PMB	post-mediation bargaining
B	bargaining	MWS	mediation after work stoppage	TENT	tentative agreement
BWS	bargaining after work stoppage	PAB	post-arbitration bargaining	WS	work stoppage
CO	conciliation	PCB	post-conciliation bargaining	LEG	legislated agreement

Year-to-date Wage Data For Small, Medium and Large Size Bargaining Units

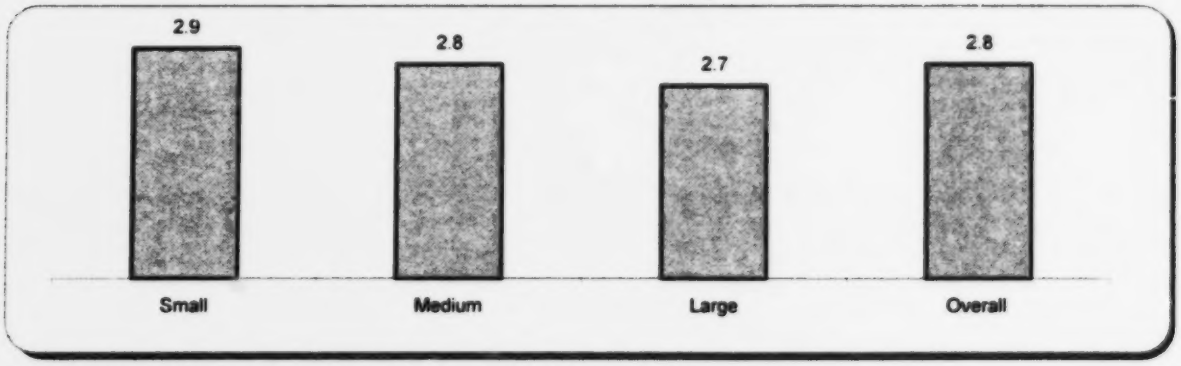
Among the 338 collective bargaining settlements reached in the year-to-date **2002**, 102 settlements were in small bargaining units (between 100 and 499 employees), 159 were in medium bargaining units (500 to 1999 employees), and 77 were in large bargaining units with 2,000 employees and over. During this period, the overall base-rate wage adjustment averaged 2.8 per cent. The overall **public sector** wage adjustment at **2.9 per cent** was higher than the figure of **2.4 per cent** reported for the **private sector**.

Small bargaining units reported an average increase of **2.9 per cent**. **Public sector** settlements have provided an average increase of **3.2 per cent**, much higher than the **private sector** figure at **2.4 per cent**. On a regional/jurisdictional basis, average increases ranged from a high of **4.6 per cent** in the **Prairie Provinces** to a low of **1.6 per cent** in **British Columbia**. On an industry basis, the **Construction sector** represented by 6 agreements had the largest average increase at **4.7 per cent** while the **Primary Industries** sector reported the smallest increase at **1.6 per cent**.

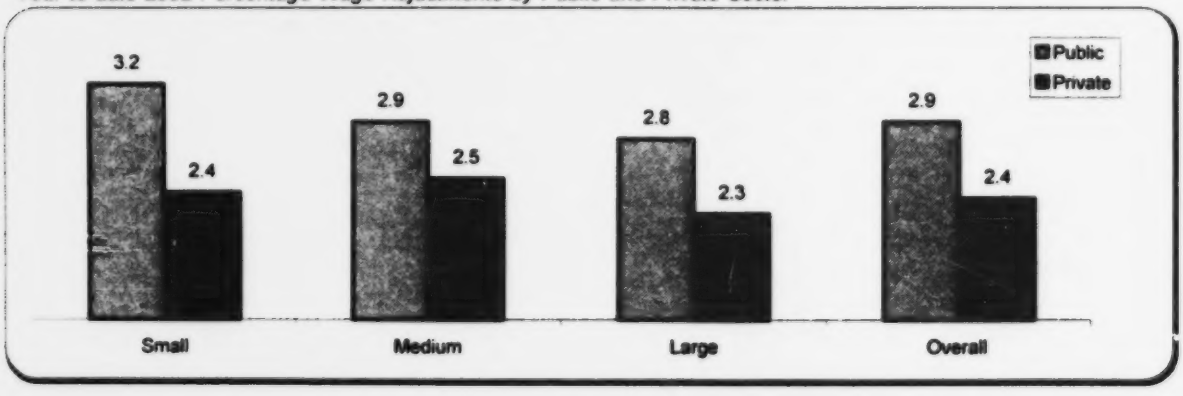
Medium bargaining units reported an average wage increase of **2.8 per cent**. **Public sector** settlements resulted in an average increase of **2.9 per cent**, higher than the **private sector** figure of **2.5 per cent**. On a regional/jurisdictional basis, the highest increase at **4.0 per cent** was recorded in the **Prairie Provinces** and the lowest, at **2.2 per cent**, in **British Columbia and Quebec**. On an industry basis, the **Public Administration** sector reported the highest increase at **3.0 per cent** while the **Finance, Real Estate and Management Services** sector reported the lowest at **1.5 per cent**.

Large bargaining units reported an average wage increase of **2.7 per cent**. **Public sector** average wage increases of **2.8 per cent** are higher than the **private sector** average of **2.3 per cent**. On a regional/jurisdictional basis, similarly to the small and medium bargaining units, the highest increase was reported in the **Prairie Provinces** with an average increase of **5.6 per cent** while **Quebec** reported the lowest increase at **2.1 per cent**. On an industry basis, the **Information and Culture** sector reported the highest increase at **3.1 per cent**, while the lowest increase was in the **Wholesale and Retail Trade** sector at **1.8 per cent**.

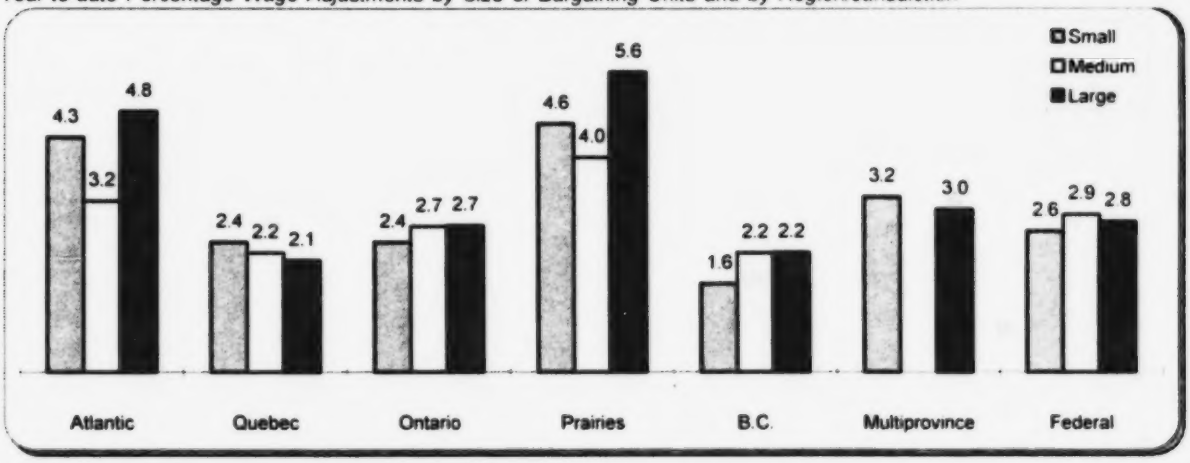
Year-to-date 2002 Percentage Wage Adjustments by Size of Bargaining Units



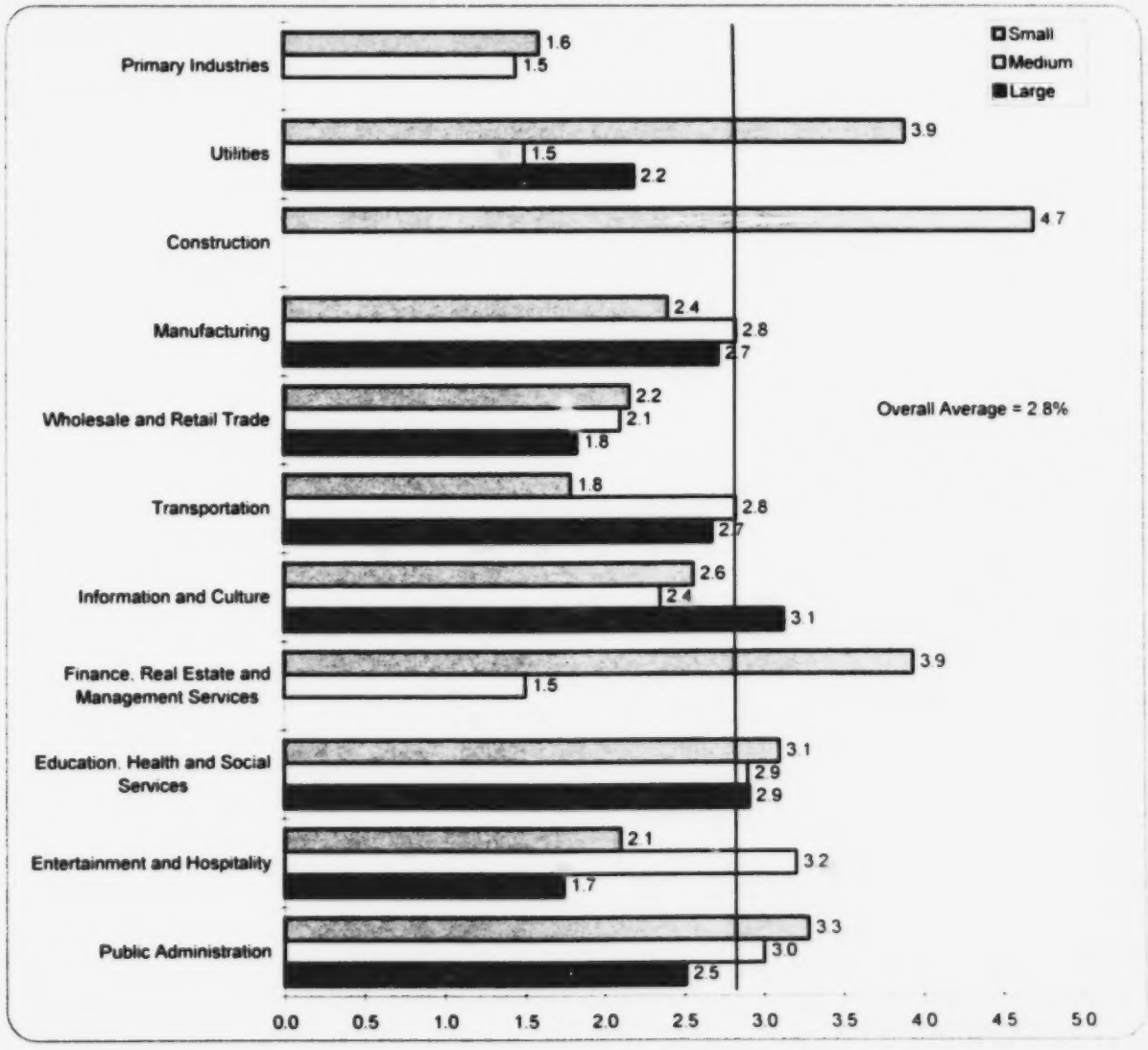
Year-to-date 2002 Percentage Wage Adjustments by Public and Private Sector



Year-to-date Percentage Wage Adjustments by Size of Bargaining Units and by Region/Jurisdiction



Year-to-date Percentage Wage Adjustments by Size of Bargaining Units and by Industry



SMALL BARGAINING UNITS: SETTLEMENTS REACHED IN AUGUST 2002

Industry and Employer	No. of empls.	Avg. ann. % adj.	1st year adj.	Duration (months)	Exp. date yyyy/mm/dd
Primary Industries (2 agreements)					
Potash Corporation of Saskatchewan Inc. (Allan Div.), mine employees, Allan, Sask.	200	2.8	3.0	36.0	2005-04-30
Potash Corporation of Saskatchewan Inc. (Cory Division), mine employees, Saskatchewan	150	2.8	3.0	36.0	2005-04-30
Manufacturing (2 agreements)					
Flextronics, Canadian Manufacturing Operations Toronto, production, Mississauga, Ont.	210	0.0	0.0	12.0	2003-08-31
St. Mary's Cement Company, St. Mary's Plant, plant and maintenance employees, St. Marys, Ont.	110	2.0 *	2.0	36.0	2005-07-31
Education, Health and Social Services (3 agreements)					
Durham Catholic District School Board, custodial, Durham, Ont.	170	2.2	4.5	24.0	2003-08-31
Fort McMurray School District No. 2833, elementary and secondary teachers, Fort McMurray, Alta.	260	6.8	10.2	24.0	2003-08-31
Greater Essex County District School Board, office and technical employees, Windsor, Ont.	250	2.0	2.0	24.0	2003-08-31
Entertainment and Hospitality (2 agreements)					
Delta Bessborough, hotel or restaurant employees, Saskatoon, Sask.	140	2.7	3.0	36.0	2005-07-31
Hunsons Hospitality Corporation (Crowne Plaza Metro Centre), hotel or restaurant employees, Montréal, Que.	120	3.3	3.0	36.0	2005-06-30
Public Administration (1 agreement)					
City of St. Catharines, outside employees, St. Catharines, Ont.	180	3.2	3.3	36.0	2004-12-31

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a division of IHS Canada

20 Victoria Street
Toronto, Ontario M5C 2N8
tel. (416) 362-5211
1-800-387-2689
Fax (416) 362-6161
Email info@micromedia.on.ca

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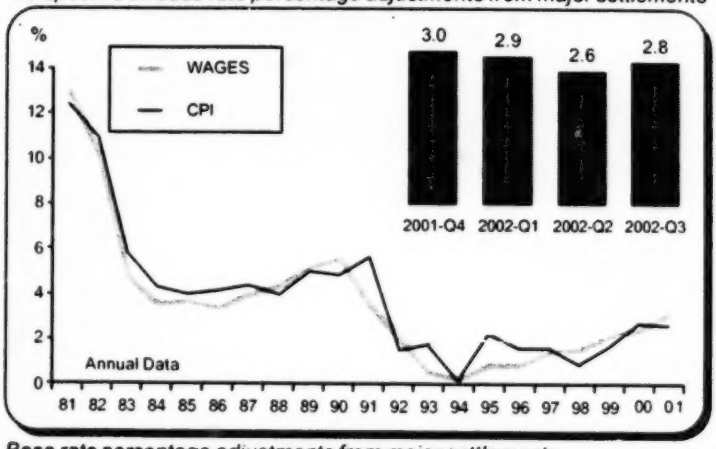
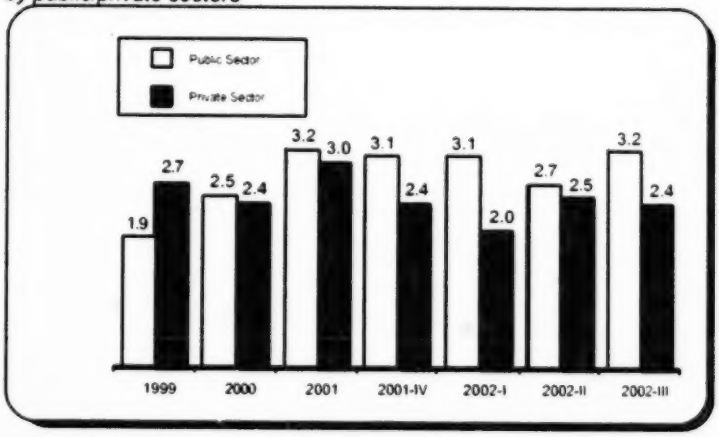
...ents Bulletin

November 2002
Volume 13, Issue 11

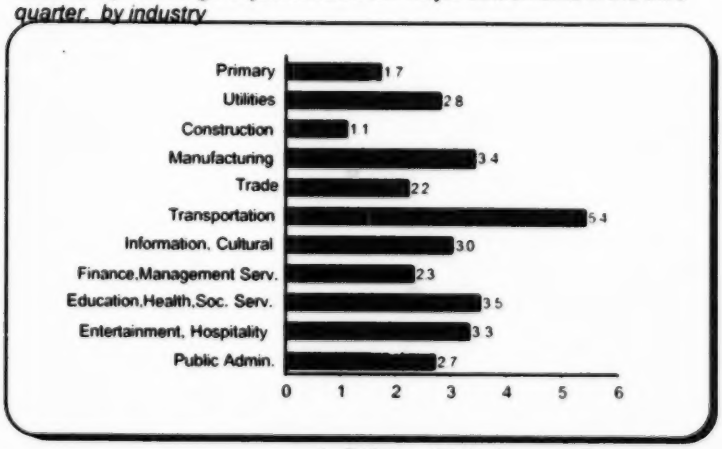
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public/private sectors



Base rate percentage adjustments from major settlements in the third quarter, by industry



Le Bulletin existe également en français.

Wage Data for the Third Quarter 2002

Major collective bargaining settlements reached in **the third quarter 2002** provided base-rate wage increases averaging **2.8 per cent** annually over the contract term. This is slightly higher than the 2.6 per cent figure recorded in the previous quarter but lower than the 3.1 per cent average recorded for the year 2001 as a whole. The third quarter 2002 results are based on a review of 85 settlements reached in the period, with a coverage of 182,470 employees.

When the parties to the third quarter settlements previously negotiated, contract duration averaged 37.5 months, and the resulting wage adjustments averaged 2.3 per cent compared to the 2.8 per cent in their current round of settlements and an average contract duration of 37.1 months.

Wage increases in the first nine months of 2002 (January to September) averaged 2.7 per cent for 841,265 employees in 277 major settlements.

In the third quarter 2002, the majority of agreements settled (52.9%) and employees covered (55.3%) were in the public sector. Wage increases in the **public sector** averaged **3.2 per cent** for 100,940 employees in 45 agreements and in the **private sector, 2.4 per cent** for 81,530 employees in 40 agreements.

The private-sector figure was more moderate due in large part to the many B.C. Construction settlements providing 21,300 workers with relatively low wage increases ranging from 0.4 per cent to 1.5 per cent. Also, 8,020 security guards in Quebec with the *Agence de sécurité et d'investigation* received wage gains of 2.3 per cent and a retail trade sector settlement, *No Frills Franchise Stores* in Ontario, provided 5,200 employees with wage gains averaging 1.8 per cent. On the other hand, 4 General Motors agreements provided 17,870 employees with wage increases averaging 4.0 per cent.

The public-sector figure was influenced by various health sector settlements in the Atlantic provinces, in Ontario, in Manitoba and in British

(continued on page 4)

Canada

Wage Data for September 2002

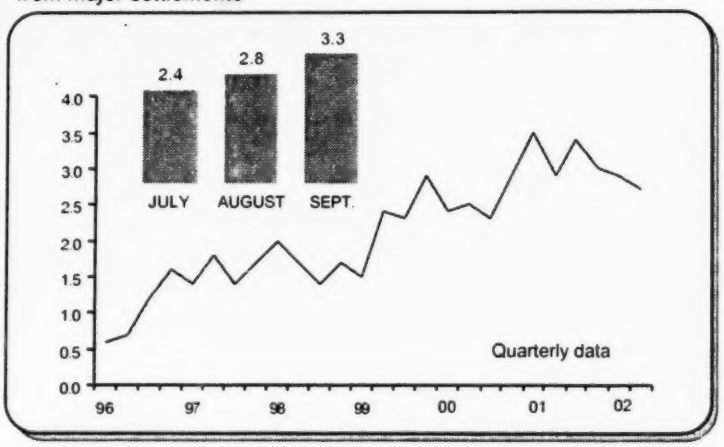
Base rate wage adjustments from major collective bargaining settlements reached in **September 2002** averaged **3.3 per cent** annually over the contract term, up from the 2.8 per cent average in the previous month and the 3.1 per cent annual figure for 2001 as a whole. The results for September 2002 are based on a review of 28 settlements covering 75,940 employees.

When the parties to these settlements previously negotiated, contract duration averaged 39 months and the resulting wage adjustments averaged 3.2 per cent, compared to the 3.3 per cent in their current round of settlements and average contract duration of 35 months.

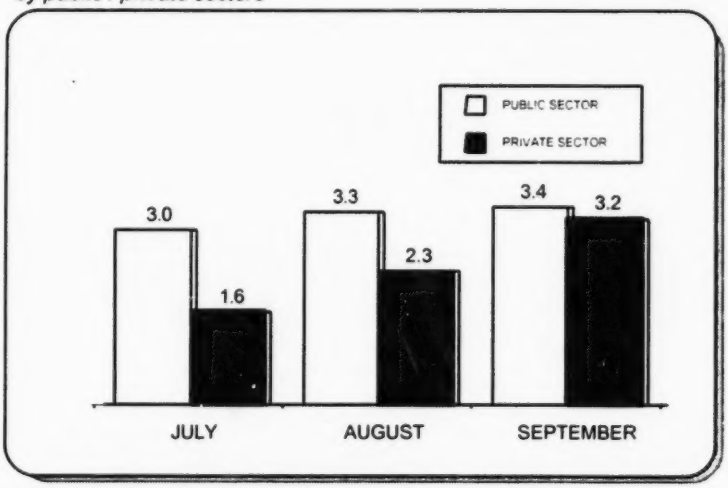
Wage gains in September were slightly higher in the **public sector (3.4 per cent)** than in the **private sector (3.2 per cent)**. Private sector wage adjustments for September were influenced in large part by 4 General Motors settlements averaging 4.0 per cent.

On a regional jurisdictional basis, wage adjustments in September were largest in the multiprovince region at 4.3 per cent recorded in a single agreement (*Finning International*); wage adjustments were lowest in Quebec in another single agreement (*Agence de sécurité et d'investigation*) providing 8,020 security guards with a wage gain of 2.3 per cent. The largest concentration of employees was in the Prairies with 30,740 workers receiving wage increases of 3.5 per cent in 7 agreements. In the Federal jurisdiction wage increases averaged 3.0 per cent. The remaining average wage increases for various jurisdictions are itemized in the adjoining chart.

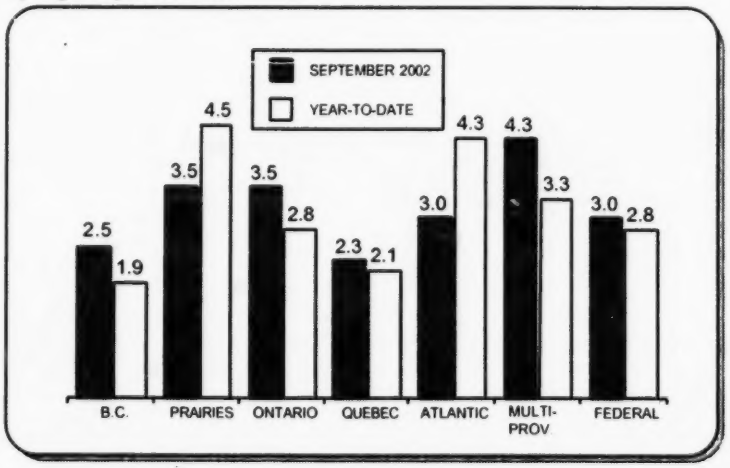
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public / private sectors

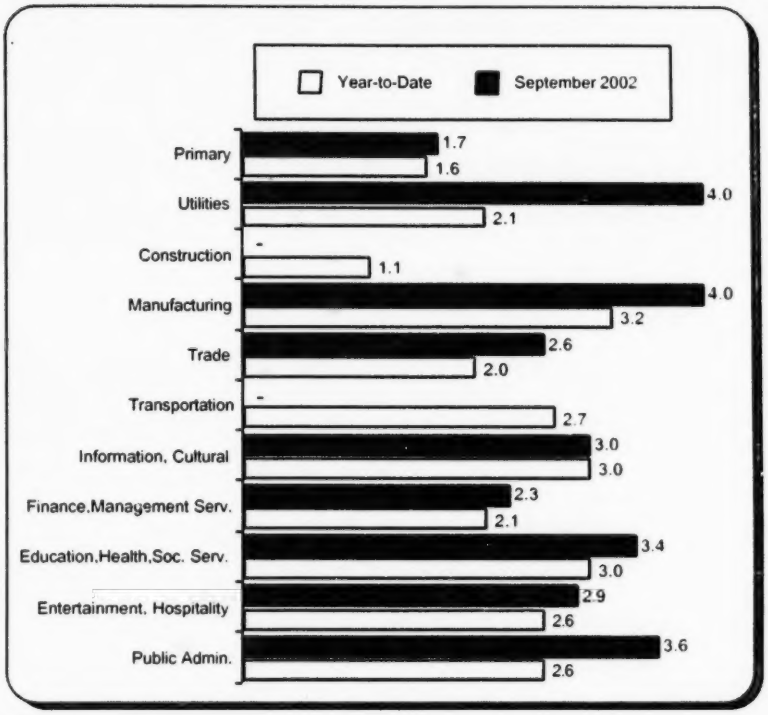


Base rate percentage adjustments from major settlements, by region / jurisdiction

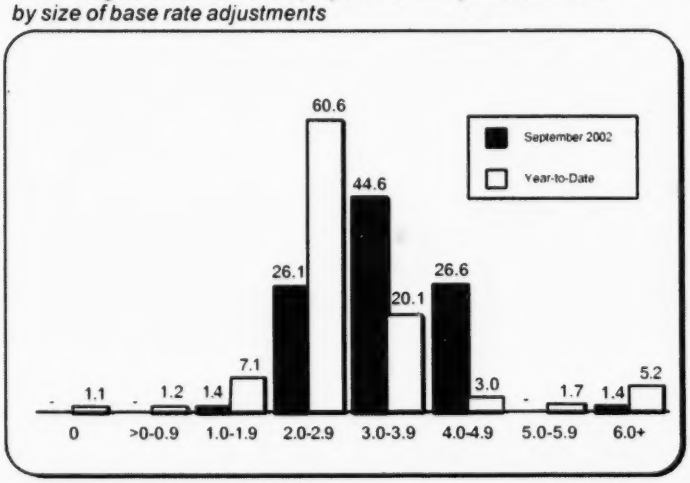


On an industry basis, the largest wage increase was in **utilities** and in **manufacturing** at **4.0 per cent**; in utilities, there were 610 employees in a single agreement and in manufacturing 19,620 employees in 7 agreements. The second largest wage gain was in **public administration** where 2 agreements provided 1,590 employees with wage gains averaging **3.6 per cent**. The largest concentration of employees was in **education, health and social services** with 35,100 employees receiving wage increases averaging **3.4 per cent** in 10 agreements. The smallest average wage increase was reported in **primary industries** at **1.7 per cent** (covering 1,730 employees in 2 agreements). The increases in the remaining sectors are itemized on the adjoining chart.

Base rate percentage adjustments from major settlements, by industry



Percentage distribution of employees from major settlements, by size of base rate adjustments



The distribution of settlements and employees by region/jurisdiction

	Agreements	Employees
Atlantic Provinces	2	4,030
Quebec	1	8,020
Ontario	13	27,530
Prairie Provinces	7	30,740
British Columbia	2	1,050
Multiprovince	1	1,020
Federal	2	3,550

WAGE INCREASES FROM MAJOR SETTLEMENTS
(effective average annual percentage adjustments in base rates)

	1999	2000	2001	2001	2002			2002			Year to
				4	1	2	3	Jul	Aug	Sept	Date*
All Industries/Jurisdictions											
Average Annual Adjustment	2.2	2.5	3.1	3.0	2.8	2.9	2.8	2.4	2.8	3.3	2.7
Non-COLA	2.0	2.5	3.2	3.2	2.9	2.9	2.8	2.4	2.6	3.1	2.7
COLA	3.6	2.3	2.8	0.7	1.5	2.0	3.2	2.1	5.4	3.8	3.0
First Year Increase	1.9	2.3	3.4	3.0	4.3	2.9	3.7	2.3	2.9	3.4	2.9
Non-COLA	1.7	2.3	3.5	3.2	4.5	3.1	3.3	2.4	2.7	3.4	2.9
COLA	3.4	2.4	3.3	0.7	3.9	2.3	5.5	1.9	7.2	3.3	2.6
Industries											
Primary	2.2	1.8	2.6	2.3	-	1.5	1.7	-	-	1.7	1.6
Utilities	1.9	3.5	2.5	2.4	3.3	0.7	2.8	2.5	-	4.0	2.1
Construction	1.9	3.6	3.2	3.4	-	-	1.1	1.1	-	-	1.1
Manufacturing	3.6	2.6	2.5	2.1	2.7	3.0	3.4	2.3	1.7	4.0	3.2
Wholesale and Retail Trade	1.3	1.7	1.6	1.3	1.6	2.2	2.2	2.3	1.8	2.6	2.0
Transportation	2.8	2.4	2.9	2.0	2.4	2.7	5.4	5.4	-	-	2.7
Information and Cultural Industries	2.5	2.9	3.2	2.9	3.0	3.0	3.0	2.9	-	3.0	3.0
Finance, Management Services	2.8	1.8	2.2	1.4	2.0	0.0	2.3	-	3.0	2.3	2.1
Education, Health, Social Services	1.8	2.6	3.3	3.1	3.1	2.8	3.5	3.6	3.5	3.4	3.0
Entertainment,Hospitality Industry	2.6	3.0	4.0	-	2.2	1.9	3.3	2.9	3.6	2.9	2.6
Public Administration	2.2	2.3	3.0	3.1	2.8	2.4	2.7	2.6	3.0	3.6	2.6
Jurisdictions											
Newfoundland and labrador	1.7	3.3	5.0	5.1	7.5	6.0	-	-	-	-	6.7
Prince Edward Island	2.7	2.2	3.1	3.3	-	3.2	6.0	-	-	6.0	4.9
Nova Scotia	2.1	2.2	3.7	3.7	2.5	2.3	2.1	-	2.4	2.0	2.3
New Brunswick	2.4	2.8	3.4	3.6	3.1	2.3	3.2	-	3.2	-	2.8
Quebec	1.7	2.4	2.8	3.2	2.5	2.1	2.5	2.6	3.7	2.3	2.1
Ontario	2.2	2.6	2.9	2.6	2.7	2.8	3.0	2.7	2.6	3.5	2.8
Manitoba	2.5	2.6	2.4	3.0	2.8	5.4	3.0	5.0	1.7	2.9	4.0
Saskatchewan	2.0	3.5	2.9	3.0	3.6	4.7	3.9	-	-	3.9	4.2
Alberta	4.0	4.5	5.1	4.4	6.8	6.1	4.4	4.6	-	3.9	5.5
British Columbia	0.8	1.6	2.7	2.3	2.5	1.0	1.4	1.3	3.2	2.5	1.9
Multiprovince	2.2	2.7	3.1	4.0	-	3.0	4.3	-	-	4.3	3.3
Federal Jurisdiction	2.8	2.2	3.0	2.8	2.8	2.8	2.9	2.8	3.5	3.0	2.8
Public Sector	1.9	2.5	3.2	3.1	3.1	2.7	3.2	3.0	3.3	3.4	2.8
Private Sector	2.7	2.4	3.0	2.4	2.0	2.5	2.4	1.6	2.3	3.2	2.4
Consumer Price Index	1.7	2.7	2.6	1.1	1.5	1.3	2.3	2.1	2.6	2.3	2.0

Data for the month of September are preliminary.

cont'd from page 1

Columbia. The *Government of Saskatchewan* provided 12,400 teachers with wage gains averaging 3.9 per cent. The *Canada Customs and Revenue Agency* also provided 10,000 employees with a wage increase averaging 2.6 per cent.

On a regional jurisdictional basis, the smallest increase in the third quarter was in **British Columbia** (**1.4 per cent** for 34,080 employees in 20 agreements, influenced largely by the construction settlements). The largest wage gain was recorded in **the Multiprovince** jurisdiction at **4.3 per cent** for 1,020 employees in a single agreement (*Finning International*). The largest concentration of employees was in **Ontario**, with 64,720 employees in 34 agreements receiving wage adjustments averaging **3.0 per cent**.

MAJOR SETTLEMENTS REACHED IN SEPTEMBER 2002

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date yyyy/mm/dd
Primary Industries (2 agreements)	**1,730**	**1.7**	**1.6**	**36**	
Falconbridge Limited, Kidd Metallurgical Division, smelting and refinery employees, Timmins, Ont.	680	2.2 *	2.0	36	2005-09-30
Inco Limited, mine employees, Thompson, Man.	1,050	1.4 *	1.3	36	2005-09-15
Utilities (1 agreement)	**610**	**4.0**	**4.0**	**24**	
Epcor Utilities Inc., utility workers, Edmonton, Alta.	610	4.0	4.0	24	2003-12-29
Manufacturing (7 agreements)	**19,620**	**4.0**	**3.5**	**36.7**	
Babcock & Wilcox Canada, plant and maintenance employees, Cambridge, Ont.	500	3.0	3.0	36	2005-08-31
Bombardier Transportation, Mass Transit-North America, production, Thunder Bay, Ont.	700	4.0 *	1.7	36	2005-05-31
General Motors of Canada Limited, plant and maintenance employees, London, Ont.	1,460	4.0 *	3.6	36	2005-09-20
General Motors of Canada Limited, plant and maintenance employees, Oshawa, Ont.	9,980	4.0 *	3.6	36	2005-09-20
General Motors of Canada Limited, plant and maintenance employees, St. Catharines, Ont.	4,730	4.0 *	3.6	36	2005-09-20
General Motors of Canada Limited, plant and maintenance employees, Windsor, Ont.	1,700	4.0 *	3.6	36	2005-09-20
NorskeCanada Limited, mill employees, Campbell River, B.C.	550	2.2	2.5	60	2008-04-30
Wholesale and Retail Trade (2 agreements)	**5,220**	**2.6**	**3.0**	**55.3**	
Finning (Canada) Division of Finning International Inc., truck drivers, multiprovince	1,020	4.3	5.0	36	2005-04-30
Fortino's Supermarket Ltd., retail employees, Hamilton, Ont.	4,200	2.1	2.5	60	2007-06-12
Information and Culture (2 agreements)	**3,550**	**3.0**	**3.0**	**27.8**	
Canadian Broadcasting Corporation, administrative services employees, Canada-Wide	690	3.1	3.0	27	2004-03-31
Canadian Broadcasting Corporation, broadcast and TV employees, Canada-Wide	2,860	3.0	3.0	28	2004-03-31
Finance, Real Estate, Management Services (1 agreement)	**8,020**	**2.3**	**2.1**	**60**	
Security & Investigation Agency of Eastern Quebec Inc., security guards, province-wide, Que.	8,020	2.3	2.1	60	2007-06-30
Education, Health and Social Services (10 agreements)	**35,100**	**3.4**	**3.7**	**27.5**	
Deer Lodge Centre, Inc., non-medical employees, Winnipeg, Man.	500	3.1	3.0	26	2004-05-31
Government of Saskatchewan, elementary and secondary teachers, province-wide, Sask.	12,400	3.9	4.9	24	2004-08-31

**Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.*

MAJOR SETTLEMENTS REACHED IN SEPTEMBER 2002

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date
Governors of the University of Alberta, administrative and support employees, Edmonton, Alta.	4,300	3.9	4.0	37	2005-04-30
Lambton Kent District School Board, custodial, Sarnia, Ont.	630	2.5	2.5	28	2004-12-31
Niagara Catholic District School Board, secondary teachers, Welland, Ont.	510	2.2	1.8	24	2004-08-31
Nova Scotia Association of Health Organizations, health service-non-professionals, province-wide, N.S.	3,000	2.0	2.0	36	2004-03-31
Regional Health Authorities of Manitoba, office, technical and maintenance employees, province-wide, Man.	11,000	3.0	3.0	26	2004-06-30
Regional Health Authorities of Prince Edward Island, nurses, province-wide, P.E.I.	1,030	6.0	6.0	36	2005-03-31
University of Western Ontario, teaching assistants, London, Ont.	1,200	2.2	2.2	24	2004-08-31
Waterloo Region District School Board, support employees, Kitchener, Ont.	530	2.4	2.4	12	2002-08-31
Entertainment and Hospitality (1 agreement)	**500**	**2.9**	**2.8**	**36**	
Canadian Pacific Hotels Corporation (Empress Hotel), hotel or restaurant employees, Victoria, B.C.	500	2.9	2.8	36	2005-08-31
Public Administration (2 agreements)	**1,590**	**3.6**	**4.0**	**26.7**	
City of Winnipeg, firefighters, Winnipeg, Man.	880	3.5	4.0	24	2003-12-26
Regional Municipality of Waterloo, office and clerical employees, Waterloo, Ont.	710	3.6	4.0	30	2004-06-30
Agreements with COLA (7 agreements)	**20,300**	**3.8** *	**3.3**	**36**	
Agreements without COLA (21 agreements)	**55,640**	**3.1**	**3.4**	**35.2**	
All Agreements (28 agreements)	**75,940**	**3.3**	**3.4**	**35.4**	

Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status*	Expiry month
•Government of Canada	various unions	20,170	B/CO/ARB	Jan.01-Sept.02
•Air Canada	CUPE	4,500	MED	Oct. 01
•Canada Post	Postmasters	10,000	B	Dec. 01
•Government of Nova Scotia	Teachers	10,600	ARB	Dec. 01
•Government of Nova Scotia	CUPE (public works)	1,600	B	Oct. 02
•Government of New Brunswick	CUPE (education)	1,600	B	Feb 02
•Cavendish Farms	UFCW	750	B	Dec. 02
•Aliant Telecom Inc. (Atlantic)	CEP and ACTWU	4,500	B	various
•Eastern Canada Car Carriers	Teamsters	1,800	B	Oct. 02
•SAQ (Quebec Liquor Stores)	Synd. des empls. de la SAQ	1 770	B	Dec. 02
•City of Montréal	various unions	25,580	B	April 02
•University of Toronto	various unions	530	B/TENT	Sept. 02
•Toronto District School Board	various unions	20,220	B	Aug. 02
•Ontario Hospital Association	PAIRO/OPSEU	5,000	TENT/B	Mar. 02
•Hydro One Inc.	Society of Energy Professionals	1,000	B	Dec. 02
•Hudson Bay Mining and Smelting	Steelworkers	1,150	B	Dec. 02
•Health Authorities of Alberta	various unions	18,140	B/MED	Mar. 02
•TELUS (B.C. and Alta.)	TWU	16,710	B	Dec. 00
• Vancouver and other cities	various unions	12,980	B	Dec. 02
•Canadian Pacific Railway	UTU & BLE	4,400	B	Dec. 02
•Greyhound Canada	ATU (Amalgamated Transit Union)	1,480	B	Dec. 02

Status* :

ARB	arbitration	MED	mediation	PMB	post-mediation bargaining
B	bargaining	M/WS	mediation after work stoppage	TENT	tentative agreement
B/WS	bargaining after work stoppage	PAB	post-arbitration bargaining	WS	work stoppage
CO	conciliation	PCB	post-conciliation bargaining	LEG	legislated agreement

Wage Data for the Third Quarter 2002 for Small, Medium and Large Size Bargaining Units

Among the 134 collective bargaining settlements reached in the third quarter of the year 2002, 49 settlements were in small bargaining units (between 100 and 499 employees), 57 were in medium bargaining units (500 to 1,999 employees), and 28 were in large bargaining units with 2,000 employees and over. During this period, the overall base-rate wage adjustment averaged 2.9 per cent, up marginally from the first and second quarters of 2002. The overall **public sector** wage adjustment at **3.2 per cent** was higher than the figure of **2.4 per cent** reported for the **private sector.**

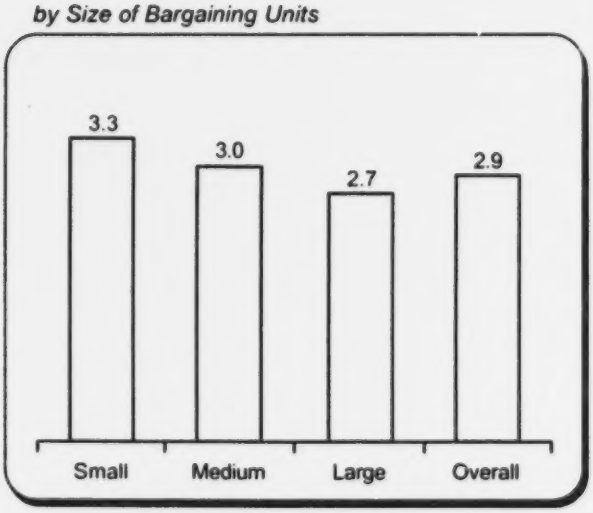
Small bargaining units reported an average increase of **3.3 per cent,** higher than the 2.5 and 2.6 per cent reported for the first and second quarters of the year. **Public sector** settlements provided an average increase of **4.2 per cent,** much higher than the 2.8 and 2.5 per cent in previous quarters. **Private sector** wage adjustments were lower at **1.8 per cent,** compared to 2.4 and 2.5 per cent in previous quarters. On an industry basis, the **education, health and social services** sector had the highest wage adjustment at **4.3 per cent** while **construction** reported the lowest average at **1.2 per cent.** On a regional jurisdictional basis, average increases ranged from a high of **5.4 per cent** in the **Prairie Provinces** to a low of **1.3 per cent** in **British Columbia.**

Medium bargaining units reported an average wage increase of **3.0 per cent,** compared to 3.0 and 2.5 per cent in the first and second quarters. **Public sector** settlements resulted in an average increase of **3.5 per cent,** compared to 2.5 per cent in the previous quarter, which was slightly higher than the **private sector** figure of **2.5 per cent.** On an industry basis, the **transportation** sector had the highest wage adjustment at **5.3 per cent** while **construction** reported the lowest average at **1.1 per cent.** On a regional jurisdictional basis, average increases ranged from a high of **4.3 per cent** in the **Multiprovince** category to a low of **1.8 per cent** in **British Columbia.**

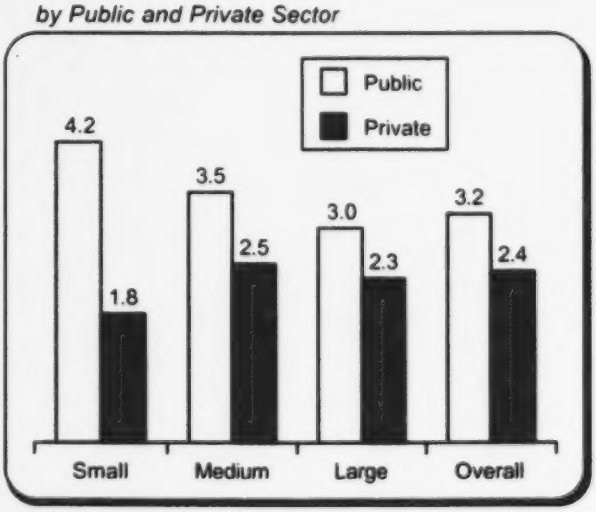
Large bargaining units reported an average wage increase of **2.7 per cent,** the same as the second quarter but slightly lower than the 2.9 for the first quarter of 2002. **Public sector** average wage increases at **3.0 per cent** was slightly higher than the second quarter and remained higher than the **private sector** average wage adjustments of **2.3 per cent.** On an industry basis, the **manufacturing** sector had the highest wage adjustment at **3.4 per cent** while **construction** reported the lowest increase at **1.0 per cent.** On a regional jurisdictional basis, average increases ranged from a high of **3.7 per cent** in the **Prairie Provinces** to a low of **1.1 per cent** in **British Columbia.**

Third Quarter 2002 Percentage Wage Adjustments

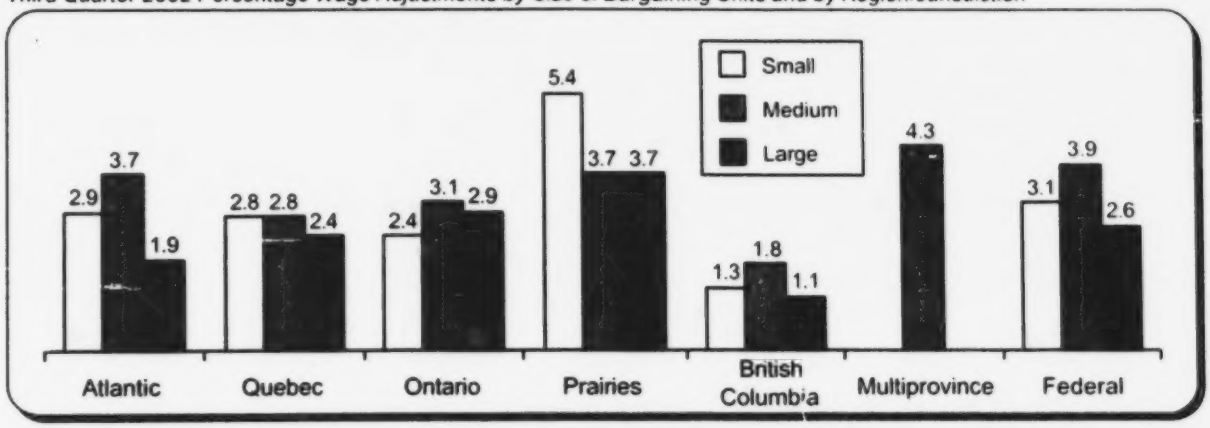
by Size of Bargaining Units



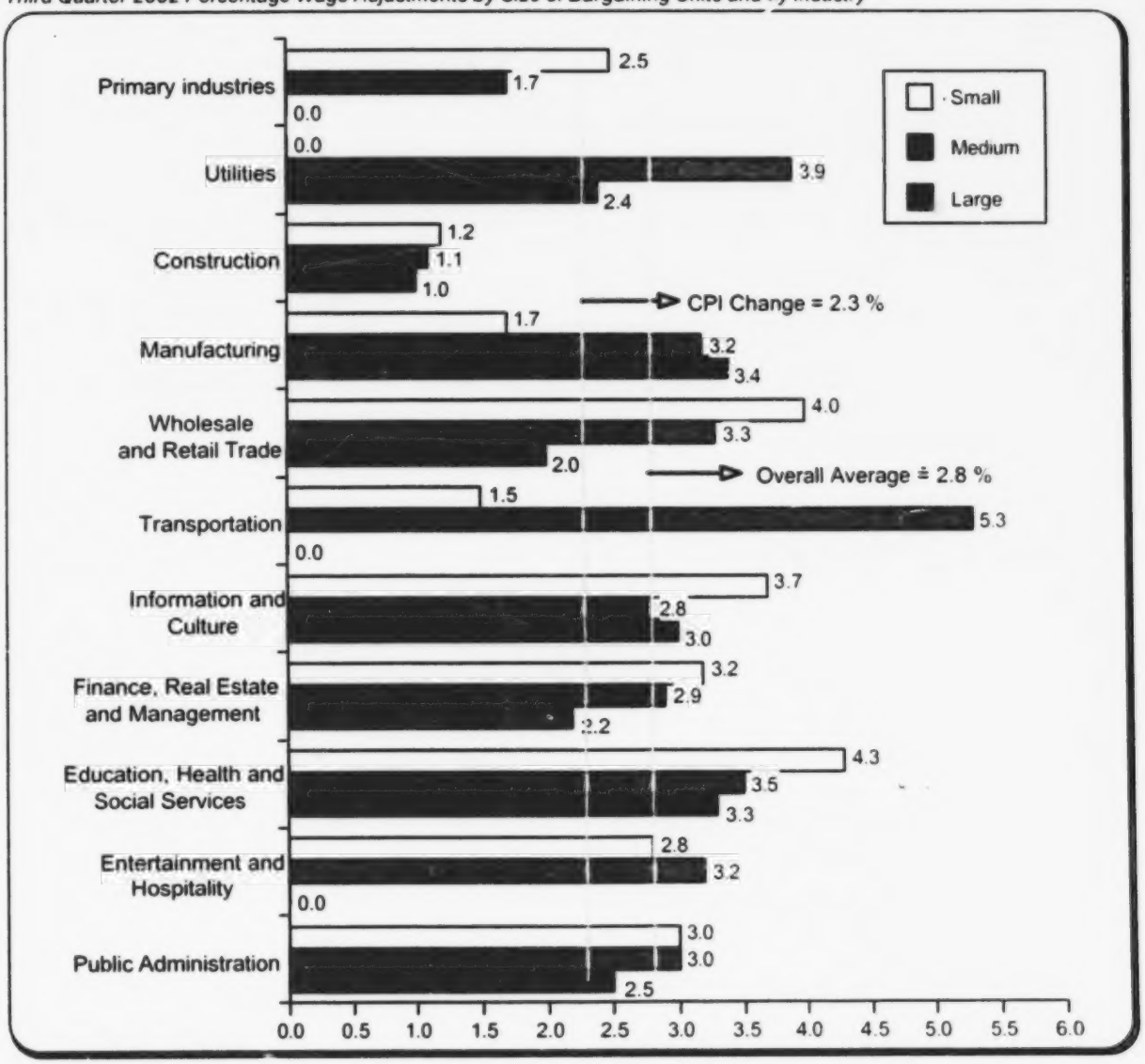
by Public and Private Sector



Third Quarter 2002 Percentage Wage Adjustments by Size of Bargaining Units and by Region/Jurisdiction



Third Quarter 2002 Percentage Wage Adjustments by Size of Bargaining Units and by Industry



SMALL BARGAINING UNITS: SETTLEMENTS REACHED IN SEPTEMBER 2002

Industry and Employer	No. of empls.	Avg. ann. % adj.	1st year adj.	Duration (months)	Exp. date yyyy/mm/dd
Primary Industries (1 agreement)					
Cardinal River Coals Ltd., mine employees, Luscar, Alta.	240	2.3	2.0	60	2007-06-30
Construction (1 agreement)					
Saint John Construction Association, Inc., masonry workers, province-wide, N.B.	120	3.9	4.1	36	2005-07-31
Manufacturing (4 agreements)					
Montupet Ltee, production, Rivière-Beaudette, Que.	150	2.5 *	2.9	40	2005-08-31
NorskeCanada Limited, mill employees, Port Alberni, B.C.	440	2.2	2.5	60	2008-04-30
NorskeCanada Limited, mill employees, Powell River, B.C.	400	2.2	2.5	60	2008-04-30
Pêcheries Marinard ltée, plant and maintenance employees, Rivière-au-Renard, Que.	120	2.7	2.0	48	2005-06-30
Wholesale and Retail Trade (1 agreement)					
Universal Compression Inc., production, Calgary, Alta.	140	4.0	4.1	24	2004-06-30
Education, Health and Social Services (1 agreement)					
University of Guelph, service and maintenance employees, Guelph, Ont.	290	3.6	3.8	36	2005-04-30

** Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.*

Explanatory Notes

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index (Cat. 62-001-XPB).*

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Base rate adjustments: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.

Industry sectors: The *Wage Settlements Bulletin* and the *Workplace Gazette* report and publish data using the restructured industry sectors devised within the framework of the North American Industry Classification System (NAICS). NAICS is a classification system devised by the statistical agencies of Canada, Mexico and the United States, to provide common definitions on the industrial structure of the three economies. Using Statistics Canada's NAICS framework, the 20 larger industry divisions were regrouped into the current 11 industry sectors for analytical purposes. Public and private sectors are defined by reference to employer characteristics, consistent with Statistics Canada use of 'institutional units' or 'entities'.

For more information contact:
Client Services at *1-800-567-6866*
or in the Ottawa-Hull region *(819) 997-3117*
or E-mail: *wid-imt@hrdc-drhc.gc.ca*

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micromedia
a division of CCH Canada

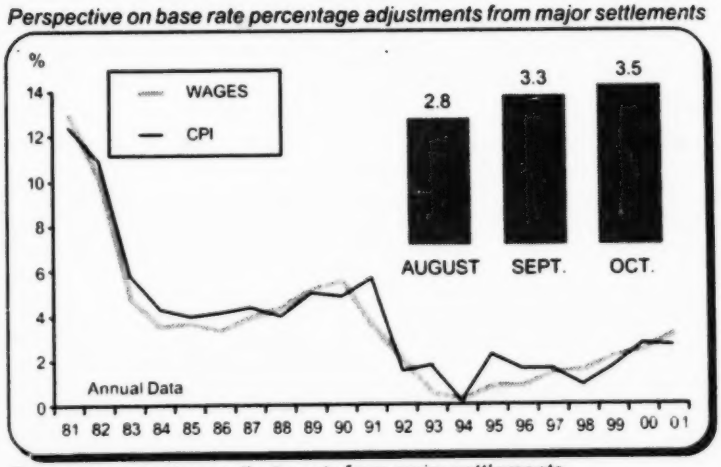
20 Victoria Street
Toronto, Ontario M5C 2N8
tel. (416) 362-5211
toll free 1-800-387-2689
fax (416) 362-6161
email info@micromedia.on.ca

Human Resources Development Canada
Développement des ressources humaines Canada

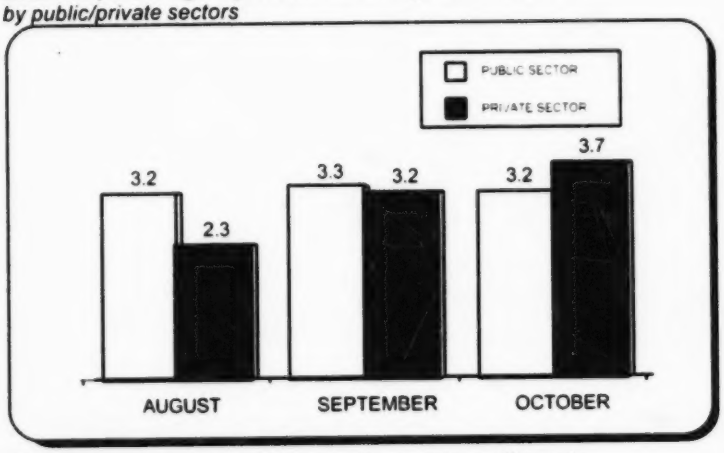
...nts Bulletin

December 2002
Volume 13, Issue 12

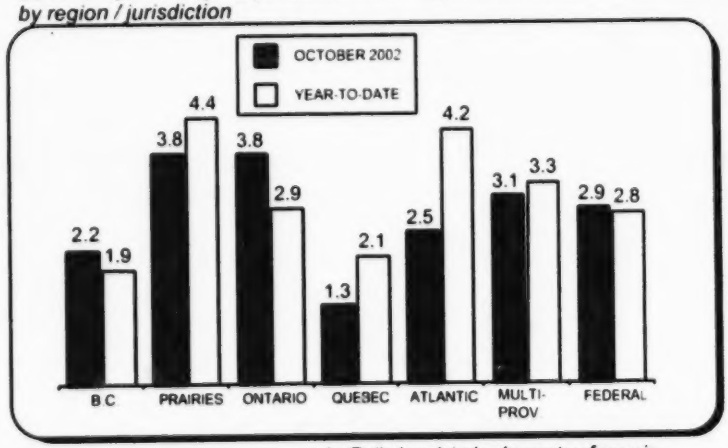
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements. by public/private sectors



Base rate percentage adjustments from major settlements. by region / jurisdiction



Le Bulletin existe également en français.

Wage Data for October 2002

Major collective bargaining settlements reached in **October 2002** provided base-rate wage increases averaging **3.5 per cent** annually over the contract term. This is higher than the 3.3 per cent figure recorded in the previous month and the 3.1 per cent average recorded for the year 2001 as a whole. The October 2002 results are based on a review of 25 settlements reached in the period, with a coverage of 52,440 employees.

When the parties to these October settlements previously negotiated, contract duration averaged 35 months, and the resulting wage adjustments averaged 3.7 per cent compared to the 3.5 per cent in their current round of settlements and an average contract duration of 34 months.

Wage adjustments in October settlements ranged from 1.2 per cent for 900 armoured car service employees with Sécur in Quebec, to a high of 7.3 per cent for 530 office and administration employees with the National Research Council of Canada. Approximately 53% of all employees received increases in the 4.0 to 4.9 per cent range. Four auto sector settlements had a large impact on this month's wage figure: DaimlerChrysler and Ford provided 25,080 production employees with wage increases averaging 4.1 per cent.

Average increases in the public sector were lower than those in the private sector. In October, wage adjustments for 22,310 employees in 18 **public-sector** settlements averaged **3.2 per cent**, fractionally lower than the previous monthly average of 3.3 per cent and the same as last year's overall average of 3.2 per cent. Approximately 42.5% of all employees covered in October settlements were in the public sector.

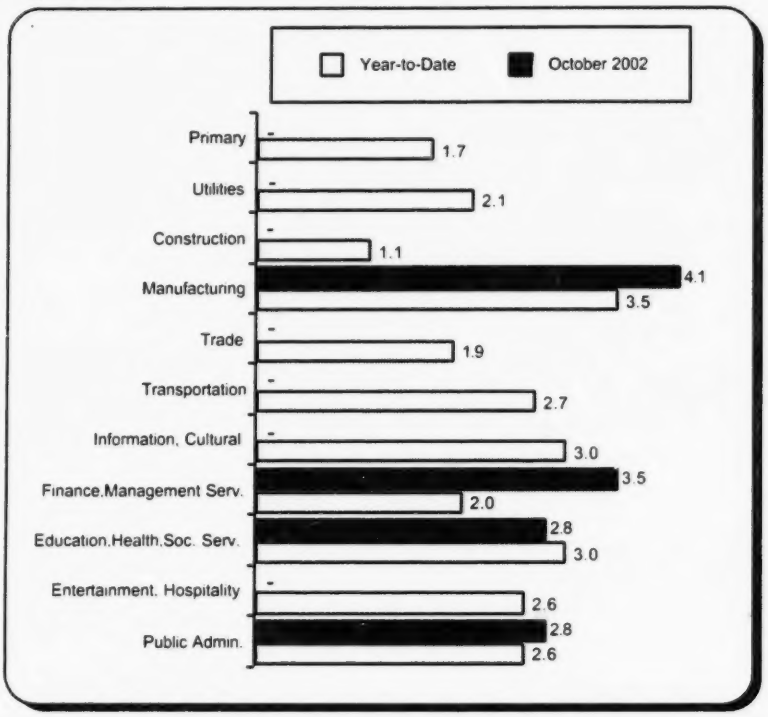
In the **private sector**, 7 settlements reached in October provided wage adjustments averaging **3.7 per cent** for 30,130 employees; this wage figure was higher than the 3.2 per cent average in the previous month and much higher than the 3.0 per cent average recorded last year.

On a regional jurisdictional basis, the largest average wage increase was in the Prairies at 3.8 per cent, led by Alberta at 4.0 per cent; Ontario wage increases also averaged 3.8 per cent. The smallest average was in Quebec at 1.3 per cent. Other October 2002 wage increases in ascending order of magnitude were: B.C. at 2.2 per cent; the Atlantic Provinces at 2.5 per cent; and the Federal jurisdiction at 2.9 per cent. A single Multiprovince agreement averaged a wage gain of 3.1 per cent.

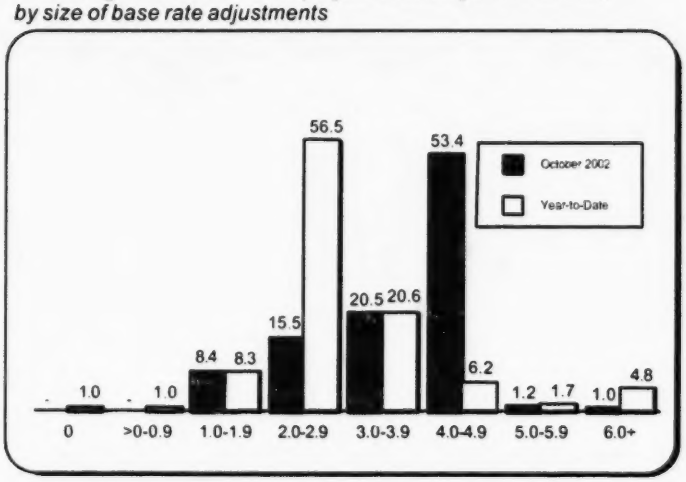
Canada

On an industry basis, the largest average wage increase and the largest concentration of employees was in **manufacturing** with 25,730 employees receiving wage increases averaging **4.1 per cent** in 5 agreements. The second largest *concentration of employees* was in **education, health and social services** with 21,290 employees receiving wage increases averaging **2.8 per cent** in 16 agreements. The second largest *average wage increase* was in **the finance and management services sector** where 2 agreements provided 1,430 employees with wage gains averaging **3.5 per cent**; this was due in large part to the National Research Council of Canada settlement. In **public administration**, 2 agreements provided 3,990 employees with wage gains averaging **2.8 per cent**.

Base rate percentage adjustments from major settlements, by industry



Percentage distribution of employees from major settlements, by size of base rate adjustments



The distribution of settlements and employees by region/jurisdiction

	Agreements	Employees
Atlantic Provinces	1	1,400
Quebec	1	3,500
Ontario	13	35,150
Prairie Provinces	5	7,110
British Columbia	1	650
Multiprovince	1	640
Federal	3	3,990

WAGE INCREASES FROM MAJOR SETTLEMENTS
(effective average annual percentage adjustments in base rates)

	1999	2000	2001	2001	2002			Year to	2002		
				4	1	2	3	date	Aug	Sep	Oct
All Industries/Jurisdictions											
Average Annual Adjustment	2.2	2.5	3.1	3.0	2.9	2.6	2.8	2.8	2.8	3.3	3.5
Non-COLA	2.0	2.5	3.2	3.0	2.9	2.6	2.7	2.7	2.6	3.0	2.9
COLA	3.5	2.4	2.8	2.4	2.1	2.4	3.6	3.5	5.4	3.9	4.1
First Year Adjustment	1.9	2.3	3.4	3.0	2.8	2.9	2.8	2.9	2.9	3.4	3.5
Non-COLA	1.7	2.3	3.5	3.2	2.9	2.9	2.7	2.9	2.7	3.3	3.2
COLA	3.4	2.4	3.3	0.8	1.5	1.9	3.5	3.2	7.2	3.7	3.9
Industries											
Primary	2.2	1.8	2.6	2.3	-	1.5	1.8	1.7	-	1.8	-
Utilities	1.9	3.5	2.5	2.4	3.3	0.7	2.8	2.1	-	4.0	-
Construction	1.9	3.6	3.3	3.4	-	-	1.1	1.1	-	-	-
Manufacturing	3.5	2.6	2.5	2.2	2.7	3.0	3.5	3.5	1.7	4.1	4.1
Wholesale and Retail Trade	1.3	1.7	1.6	1.3	1.6	2.1	2.2	1.9	1.8	2.6	-
Transportation	2.8	2.4	2.9	2.0	2.4	2.7	5.4	2.7	-	3.0	-
Information and Cultural Industries	2.5	2.9	3.2	2.9	3.0	3.1	3.0	3.0	-	-	-
Finance, Management Services	2.8	1.8	2.2	1.4	2.0	0.0	1.9	2.0	3.0	1.8	3.5
Education, Health, Social Services	1.8	2.6	3.3	3.1	3.1	2.8	3.4	2.9	3.3	3.3	2.8
Entertainment,Hospitality Industry	2.6	3.0	4.0	-	2.2	1.9	3.3	2.6	3.6	2.9	-
Public Administration	2.2	2.3	3.0	3.1	2.8	2.4	2.7	2.6	3.0	3.6	2.8
Jurisdictions											
Newfoundland and Labrador	1.7	3.3	5.0	5.1	7.5	6.0	-	6.7	-	-	-
Prince Edward Island	2.7	2.2	3.1	3.3	-	3.2	6.0	4.9	-	6.0	-
Nova Scotia	2.1	2.2	3.7	3.7	2.5	2.3	2.1	2.3	2.4	2.0	2.5
New Brunswick	2.4	2.8	3.4	3.6	3.1	2.3	3.2	2.8	3.2	-	-
Quebec	1.7	2.4	2.8	3.2	2.5	2.1	2.2	2.1	3.7	1.8	1.3
Ontario	2.1	2.6	2.9	2.6	2.7	2.8	3.0	2.9	2.6	3.5	3.8
Manitoba	2.5	2.6	2.4	3.0	2.8	5.4	3.0	4.0	1.7	2.9	3.2
Saskatchewan	2.0	3.5	2.9	3.0	3.2	4.2	3.9	3.9	-	3.9	-
Alberta	4.0	4.5	5.1	4.4	6.8	6.1	4.4	5.3	-	3.9	4.0
British Columbia	0.8	1.6	2.7	2.3	2.5	1.0	1.4	1.9	3.2	2.5	2.2
Multi-Province	2.2	2.7	3.1	4.0	-	3.0	4.3	3.3	-	4.3	3.1
Federal Jurisdiction	2.8	2.2	3.0	2.8	2.8	2.8	2.9	2.8	3.5	3.0	2.9
Public Sector	1.9	2.5	3.2	3.1	3.0	2.7	3.1	2.8	3.2	3.3	3.2
Private Sector	2.7	2.4	3.0	2.4	2.1	2.5	2.4	2.6	2.3	3.2	3.7
Consumer Price Index	1.7	2.7	2.6	1.1	1.5	1.3	2.3	1.9	2.6	2.3	3.2

Data for the month of October are preliminary.

MAJOR SETTLEMENTS REACHED IN OCTOBER 2002

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date yyyy/mm/dd
Manufacturing (5 agreements)	**25,730**	**4.1**	**3.9**	**36.6**	
DaimlerChrysler Canada Inc., plant and maintenance employees, Ajax, Ont.	600	4.1 *	3.9	36	2005-09-20
DaimlerChrysler Canada Inc., plant and maintenance employees, Bramalea, Ont.	4,230	4.1 *	3.9	36	2005-09-20
DaimlerChrysler Canada Inc., plant and maintenance employees, Windsor, Ont.	7,250	4.1 *	3.9	36	2005-09-20
Ford Motor Company of Canada, Limited, plant and maintenance employees, Windsor, Ont.	13,000	4.1 *	3.9	36	2005-09-20
NorskeCanada Limited, mill employees, Crofton, B.C.	650	2.2	2.5	60	2008-04-30
Finance, Real Estate, Management Services (2 agreements)	**1,430**	**3.5**	**4.6**	**64.9**	
National Research Council of Canada, support employees, Canada-Wide	530	7.3	12.4	24	2003-04-30
Sécur, armoured car services, province-wide, Que.	900	1.2	0.0	89	2005-09-30
Education, Health and Social Services (16 agreements)	**21,290**	**2.8**	**3.1**	**28.4**	
Board of Trustees of the Edmonton Catholic Reg. Div. No 40, office and clerical employees, Edmonton, Alta.	640	5.6	5.6	12	2002-12-31
Cape Breton-Victoria Regional School Board, support employees, Cape Breton Island, N.S.	1,400	2.5	2.5	36	2004-03-31
Children's Aid Society of Toronto, office and clerical employees, Toronto, Ont.	600	3.5	3.5	36	2005-03-31
Conseil scolaire catholique de district des Grandes Rivières, elementary and secondary teachers, Timmins, Ont.	750	2.7	2.7	36	2004-08-31
Dufferin-Peel Catholic District School Board, occasional teachers, Mississauga, Ont.	790	2.3	5.1	32	2004-08-31
Gouvernement du Québec, comité de coordination patronal, ambulance technicians, province-wide, Que.	3,500	1.3	2.0	18	2003-12-31
Government of Nunavut, elementary and secondary teachers, Iqaluit, Nunavut	640	3.1	3.0	36	2005-06-30
Limestone District School Board, elementary teachers, Kingston, Ont.	800	2.1	2.1	12	2003-08-31
Niagara Catholic District School Board, support employees, Welland, Ont.	660	2.3	4.3	44	2005-08-31
Seven Oaks School Division No.10, elementary and secondary teachers, Seven Oaks, Man.	640	3.0	3.0	12	2003-06-30
St. Boniface General Hospital, service and maintenance employees, St. Boniface, Man.	1,500	3.3	3.0	24	2004-03-31
University of Calgary, support employees, Calgary, Alta.	2,900	4.0	4.0	36	2005-03-31
University of Ottawa, teaching assistants, Ottawa, Ont.	1,640	3.0	3.0	24	2004-08-31
University of Toronto, administrative services employees, Toronto, Ont.	3,000	3.0	3.0	36	2005-06-30
University of Toronto, casual employees, Toronto, Ont.	1,300	3.0	3.0	36	2005-06-30
Waterloo Region District School Board, teaching assistants, Waterloo County, Ont.	530	2.3	2.3	12	2002-08-31
Public Administration (2 agreements)	**3,990**	**2.8**	**3.0**	**31.7**	
City of Calgary, police officers, Calgary, Alta.	1,430	3.3	3.5	24	2003-12-31
Government of Canada, finance employees, Canada-Wide	2,560	2.5	2.8	36	2004-11-06
Agreements with COLA (4 agreements)	**25,080**	**4.1 ***	**3.9**	**36**	
Agreements without COLA (21 agreements)	**27,360**	**2.9**	**3.2**	**31.6**	
All Agreements (25 agreements)	**52,440**	**3.5**	**3.5**	**33.7**	

** Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.*

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status*	Expiry month
•Government of Canada	various unions	20,170	B/CO/ARB	Jan.01-Sept 02
•Air Canada	CUPE	4,500	TENT	Oct. 01
•Canada Post	Postmasters	10,000	B	Dec. 01
•Canada Post	CUPW	45,000	B	Jan. 03
•Atomic Energy	Professional Engineers	650	B	Dec. 02
•Government of Nova Scotia	Teachers	10,600	ARB	Dec. 01
•Government of Nova Scotia	CUPE (public works)	1,600	B	Oct. 02
•Government of New Brunswick	CUPE (education)	1,600	TENT	Feb.02
•Cavendish Farms	UFCW	750	CO	Dec. 02
•Aliant Telecom Inc. (Atlantic)	CEP and ACTWU	4,500	B	various
•Eastern Canada Car Carriers	Teamsters	1,800	B	Oct. 02
•SAQ (Quebec Liquor Stores)	Synd. des empls. de la SAQ	1 770	B	Dec. 02
•City of Montréal	various unions	25,580	B/MED	April 02
•Toronto District School Board	various unions	20,220	B	Aug. 02
•Ontario Hospital Association	OPSEU	5,780	B	Mar. 02
•Hudson Bay Mining and Smelting	Steelworkers	1,150	B	Dec. 02
•Health Authorities of Alberta	various unions	11,090	B/MED	Mar. 02
•TELUS (B.C. and Alta.)	TWU	16,710	CO	Dec. 00
• Vancouver and other cities	various unions	12,980	B	Dec. 02
•Canadian Pacific Railway	UTU & BLE	4,400	B	Dec. 02
•Greyhound Canada	ATU (Amalgamated Transit Union)	1,480	B	Dec. 02

Status* :

ARB	arbitration	MED	mediation	PMB	post-mediation bargaining
B	bargaining	M/WS	mediation after work stoppage	TENT	tentative agreement
B/WS	bargaining after work stoppage	PAB	post-arbitration bargaining	WS	work stoppage
CO	conciliation	PCB	post-conciliation bargaining	LEG	legislated agreement

Year-to-date 2002 Wage Data for Small, Medium and Large Size Bargaining Units

Among the 430 collective bargaining settlements reached to date from January to October 2002, included were 125 small bargaining units (between 100 and 499 employees), 207 medium-sized bargaining units (500 to 1,999 employees), and 98 large bargaining units with 2,000 employees and over. During this period, the overall base-rate wage adjustment averaged 2.8 per cent while the **public sector** wage adjustment of **2.9 per cent** was higher than the figure of **2.5 per cent** reported for the **private sector.**

Settlements reached for **small** bargaining units resulted in an average increase of **2.8 per cent. Public sector** settlements provided an average increase of **3.2 per cent,** higher than the **private sector** figure of **2.4 per cent.** On an industry basis, the **finance, real estate and management** sector had the highest wage adjustment at **4.0 per cent** while the **primary industries** reported the lowest average at **1.4 per cent.** On a regional/jurisdictional basis, average increases ranged from a high of **4.4 per cent** in the **Prairie Provinces** to a low of **1.5 per cent** in **British Columbia.**

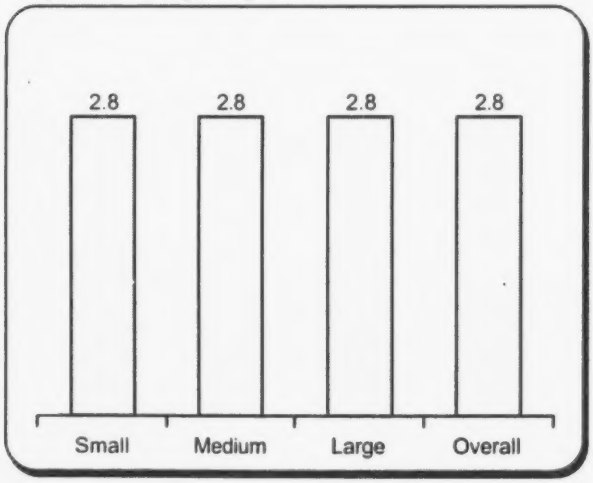
Medium-sized bargaining units obtained an average wage increase of **2.8 per cent. Public sector** settlements resulted in an average increase of **2.9 per cent** while the **private sector** figure stood at **2.4 per cent.** On an industry basis, the **entertainment and hospitality** sector had the highest wage adjustment at **3.1 per cent** while the **construction** sector reported the lowest average at **1.1 per cent.** On a regional/jurisdictional basis, average increases ranged from a high of **3.9 per cent** in the **Multiprovince** category to a low of **1.8 per cent** in **British Columbia.**

For **large** bargaining units, the average wage increase reported was **2.8 per cent.** As for small and medium-sized barganing units, **public sector** average wage increases **(2.8 per cent)** were slightly higher than the **private sector** average wage adjustment of **2.6 per cent.** On an industry basis, the **manufacturing** sector had the highest wage adjustment at **3.7 per cent** while **construction** reported the lowest increase at **1.0 per cent.** On a regional jurisdictional basis, average increases ranged from a high of **4.8 per cent** in the **Prairie Provinces** to a low of **2.0 per cent** in **British Columbia.**

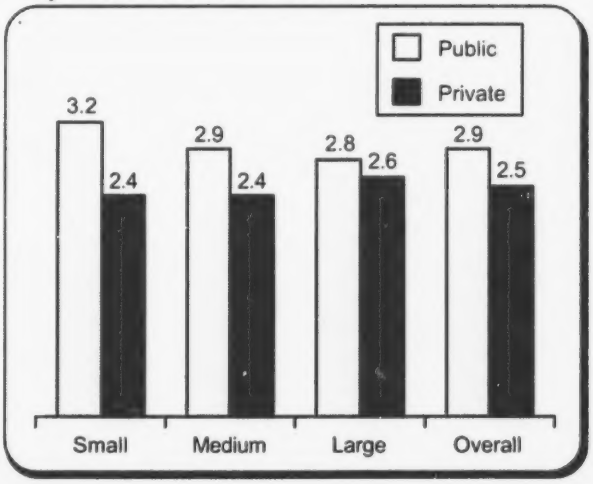
Interestingly, the overall wage adjustment for each of the small, medium and large bargaining units stood at 2.8 per cent while the highest average increase for the public sector was reported by small bargaining units (3.2 per cent) and the largest private sector increase by the large bargaining units (2.6 per cent).

Year-to-date 2002 Percentage Wage Adjustments

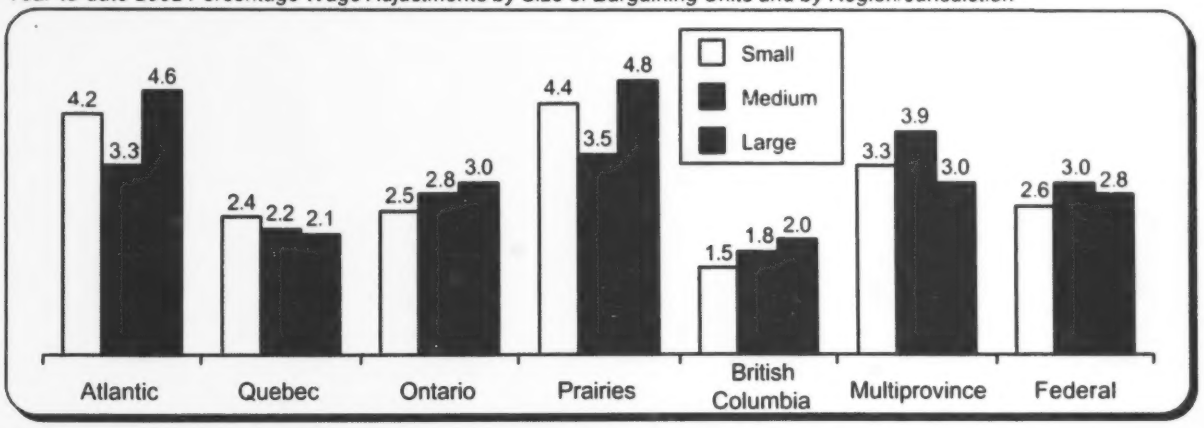
by Size of Bargaining Units



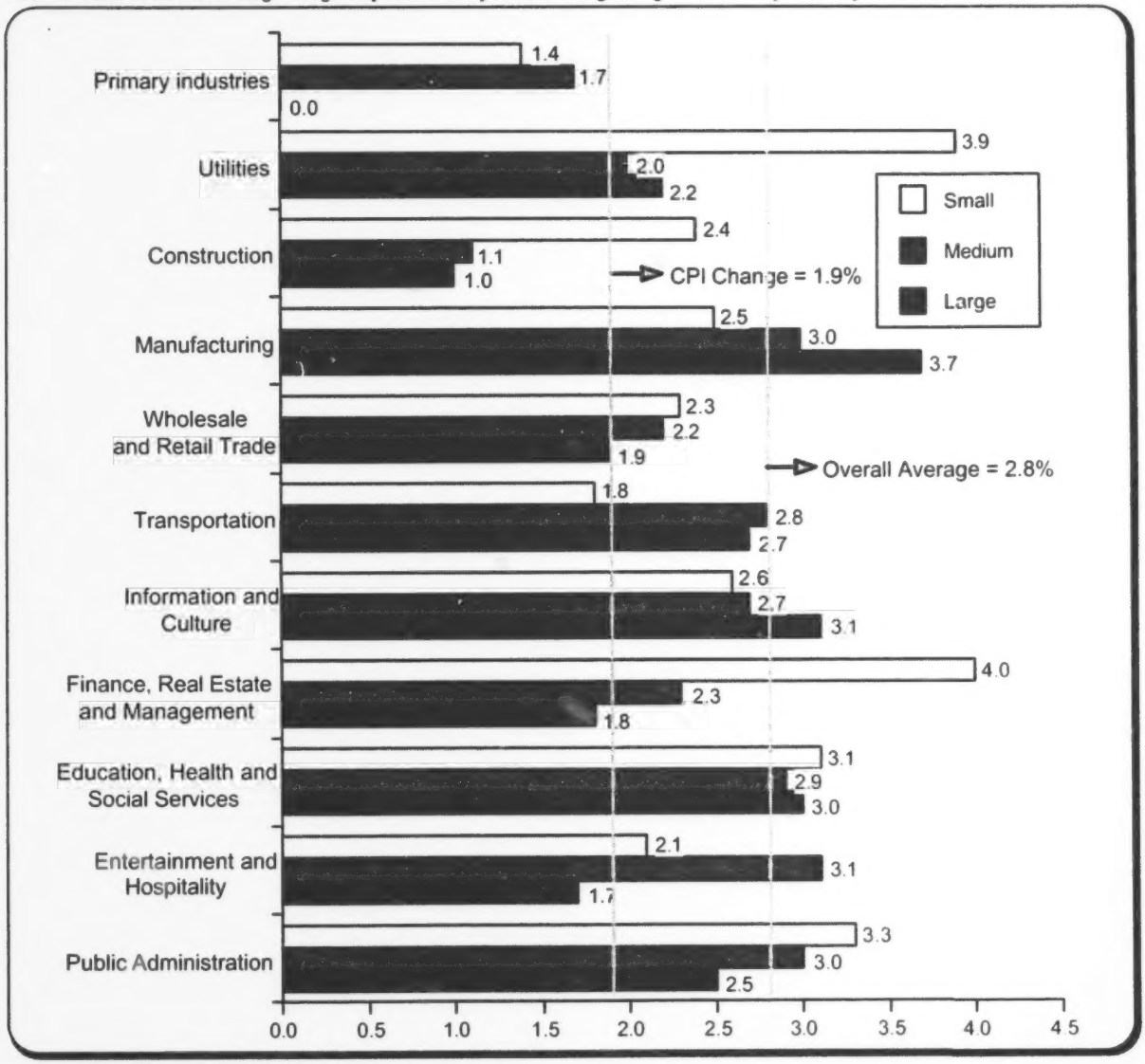
by Public and Private Sectors



Year-to-date 2002 Percentage Wage Adjustments by Size of Bargaining Units and by Region/Jurisdiction



Year-to-date 2002 Percentage Wage Adjustments by Size of Bargaining Units and by Industry



SMALL BARGAINING UNITS: SETTLEMENTS REACHED IN OCTOBER 2002

Industry and Employer	No. of empls.	Avg. ann. % adj.	1st year adj.	Duration (months)	Exp. date
					yyyy/mm/dd
Manufacturing (2 agreements)					
Bristol Aerospace Limited, plant and maintenance employees, Winnipeg, Man.	480	2.7 *	3.2	36	2005-03-31
Manac, a division of The Canam Manac Group Inc., production, Orangeville, Ont.	250	2.9	2.9	36	2005-09-17
Information and Culture (1 agreement)					
Canadian Museum of Civilization Corporation, museum employees, Gatineau, Que.	420	2.8	3.2	36	2005-03-31
Education, Health and Social Services (2 agreements)					
Sudbury Catholic District School Board, secondary teachers, Sudbury, Ont.	130	2.4	2.2	24	2004-08-31
Taché Centre, non-medical employees, St. Boniface, Man.	430	3.0	3.0	26	2004-05-31

** Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.*

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Coverage for Major Settlements: The information on collective bargaining settlements and negotiations pertain to all bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors approximately 1,070 such agreements covering 2.5 million employees. The employee coverage represents approximately 60 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment. These bargaining units are broken down into medium bargaining units (500-1,999) and large bargaining units (2,000 and more) for analytical purposes.

Coverage for Small Bargaining Units: The information on collective agreements from small bargaining units introduced in January 2000 pertains to a sample of bargaining units involving 100 to 499 employees in all industries and jurisdictions across Canada. The sampling ratio for these bargaining units is one out of every ten (1:10) in the public sector. In the private sector, the ratio varies from a low of one out of every eight (1:8) in the larger jurisdictions, to a high of one out of every two (1:2) in smaller jurisdictions. All bargaining units in the Federal jurisdiction involving 200 to 499 employees are included (1:1) and the sampling is one out of every eight (1:8) agreements for units between 100 and 199 employees.

Base rate adjustments: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.

Industry sectors: The *Wage Settlements Bulletin* and the *Workplace Gazette* report and publish data using the restructured industry sectors devised within the framework of the North American Industry Classification System (NAICS). NAICS is a classification system devised by the statistical agencies of Canada, Mexico and the United States, to provide common definitions on the industrial structure of the three economies. Using Statistics Canada's NAICS framework, the 20 larger industry divisions were regrouped into the current 11 industry sectors for analytical purposes. Public and private sectors are defined by reference to employer characteristics, consistent with Statistics Canada use of 'institutional units' or 'entities'.

For more information contact:
Client Services at *1-800-567-6866*
or in the Ottawa-Hull region *(819) 997-3117*
or E-mail: *wid-imt@hrdc-drhc.gc.ca*

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